

RESTORATIVE GROUP CONFERENCE SCRIPT

INTRODUCTION

Welcome everybody. Before the formal part of the conference begins, I would like us to introduce ourselves and indicate briefly our reasons for being here. I am **[Name]** and I will be facilitating today's conference.

Thank you for attending. At today's conference, we will be focusing on the **[incident]** that happened on **[date]**. We will focus on what **[first name of person(s) responsible]** did and its impact on others. Once we have learned more about what happened, we will identify what harm was caused and how it might be repaired. We will also focus on what can be done to reassure us that the behavior will not be repeated.

This conference is voluntary. We do not have to reach an agreement today, and if we do not, the case may be referred back to the Office of Academic and Community Conduct and handled in a different way. I am hopeful that we will reach an agreement. Does everybody understand this?

The primary expectations of participants are they adhere to the spirit of the full value contract which is: Be Here; Be Safe; Pay Attention; Speak the Truth; Be Open to Outcomes. By doing so the process will create an environment in which everyone can speak freely and fully about how they feel about what happened. As facilitator, my job is to ensure that everyone here has a voice. Sometimes we will have open dialogue in which everyone can participate as they wish; at other times we will go around the circle inviting each person to offer their perspective. When we do, a person can always pass if they do not have anything they want to say at that time.

Another job for us as facilitators is to create an environment of trust, so that we can speak honestly about the incident. To enable this, will everyone agree that what is said in this circle will stay in the circle— that we will not talk about what people have said here to others? Does anybody have any questions about the process before we begin? Please ask at any time.

HARM IDENTIFICATION PROCESS

We will start the conference by asking everyone to tell us about what happened from their perspective. We will start with the person(s) responsible and then hear from his/her supporter(s), and then hear from harmed parties and their supporters.

Responsible Person(s)

- **[Name]**, You have already admitted your involvement in this incident. Before you tell us about what happened, is there anything you would like to say?
- Please tell us what happened. How did you get involved?
- What was going through your mind at the time?
- How did you feel about what happened right afterwards/now?
- Who do you think has been affected by this? How?
- Who do you think is responsible for this incident and its consequences?
- Have you been in trouble like this before?
- Is there anything else you would like to say at this point?

Thank you, **[Name]**.

Supporter(s) of person responsible

- **[Name]**, how did you find out initially about what happened?
- What did you think when you first heard?
- What has happened since?
- How do you feel about the incident now?
- What do you see as the harmful consequences of this incident?
- Is there anything else you would like to say at this point?

Thank you, **[Name]**.

Primary, then secondary harmed parties

- Thank you for your patience.
- Please tell us what happened from your perspective and what it has meant for you.
- In what ways were you affected by this incident?
- How do you feel about the incident now?
- Is there anything you would like to ask **[person(s) responsible]**?
- Is there anything else you would like to say at this point?

Thank you, **[Name]**.

Harmed party supporters

- How did you find out initially about what happened?
- What did you think when you first heard?
- What has happened since?

- How do you feel about the incident now?
- What do you see as the harmful consequences of this incident?
- Is there anything else you would like to say at this point?

Thank you.

Responsible Person(s)

[Name], you have had a chance to hear how the incident has affected everyone, is there anything you would like to say at this time?

All other parties

- Is there anything you would like to say in response?
- We will now summarize our list of harms.
- Is there anything to be changed or added?

AGREEMENT PROCESS

We have all spoken about the harms caused by this incident and are now at the stage of identifying what can be done to make things right. Two basic questions will guide us forward.

1. How can the harm be repaired?
2. How can we regain confidence in **[person(s) responsible]** so that we can trust that they will be a responsible member of our community?

Please remember our focus is on finding solutions. We are not here to decide if **[person responsible]** is a good/bad person, but to figure out how the harm can be repaired and trust rebuilt. If you do not believe we can work on solutions together, we can discuss this and, perhaps, end the conference. Would you like to continue with the conference?

Person(s) responsible

Looking at this list of harms, what do you think can be done to repair each harm? What else can you do that can demonstrate you can be a positive member of our community?

Harmed party(s) sequentially, then support persons

Looking at this list harms, what do you think can be done to repair each harm? What else would you need to see from **[person(s) responsible]** to restore your confidence in them?

Person responsible

Would you be willing to agree to these suggestions?

All other parties

What do you think of what we have come up with so far? Is this a fair and reasonable outcome? Now that we have reached an agreement, I will write it up and send you all copies electronically.

BREAKING OF THE BREAD

Everyone is invited to stay and enjoy some refreshments!