

Three Paths to Restorative Practices @ Penn

Accountability

- Cases come through OSC, students, and campus partners
- Process held by RP@P in conjunction with OSC and campus partners
- Focus on accountability, learning, and changed behavior for responsible party
- Can involve harmed party or not, as appropriate and based on their needs/interests
- Can involve “surrogate harmed parties” if appropriate
- Can be held in conjunction with or in lieu of OSC’s traditional process
- Processes include:
 - Victim-Offender Conferencing
 - Accountability, Conflict or Healing Circles
 - Community Conferencing
 - Restorative Reflection and Action Planning

Healing

- Cases come through campus partners, RP@P or OSC
- Process held by RP@P and/or campus partners
- Focus on support and healing for harmed party
- Can involve the responsible party or not, as appropriate and based on interest of both parties
- Can involve other harmed parties in similar situations, as appropriate
- Processes include:
 - Pod Mapping and Resource Coordination
 - Support, Healing, Conflict or Accountability Circles
 - Victim-Offender Conferencing

Community Building

- Opportunities for group processes come through OSC, campus partners and RP@P Student Steering Committee
- Processes held by RP@P and/or campus partners
- Focus on community building, harm prevention, collective healing, and decision making
- Can involve people who have done harm or who have been harmed, but is not focused on their ‘encounter’
- Processes include:
 - Restorative Practices Trainings
 - Community Building, Talking, Decision Making, Healing, or Accountability Circles
 - Organizational consultations
 - Community workshops
 - Dialog processes