

Restorative Justice

The restorative circle process is based on the principles of restorative justice. Restorative Justice seeks to address conflicts or violations of policy/law by:

- Focusing on the harms of the incident/conflict rather than rules/laws that were broken.
- Providing opportunities for dialogue, direct or indirect, between offending parties and those they have harmed by their actions.
- Encouraging collaborations with the offending parties, rather than coercion and isolation.
- Showing respect for all parties including offenders, impacted individuals, and facilitators.

Contact

If you would like to learn more about restorative circles or other conflict management tools, please contact the Center for Student Conflict Management.

restorative**circles**

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THE COLLEGE
UNIVERSITY OF ROCHESTER

CENTER FOR STUDENT
CONFLICT MANAGEMENT

Office of the Dean of Students
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UNIVERSITY OF ROCHESTER

Why a Restorative Circle?

Is there a conflict between people on your floor that is causing drama for everyone? Is a dispute between your team members impacting team morale and performance? Are the members of your sorority, fraternity or other student group unable to move past an incident or issue?

Do these or other conflict scenarios resonate with you?

Conflicts that start with a dispute between two people often quickly begin to affect others. Sometimes, even if the two original disputants solve their problems, lingering issues cause problems for the larger communities.

Restorative Circles

- Focus on the harm that the conflict has caused rather than the policies that may have been involved.
- Provide an opportunity for all who have been touched by a conflict or incident to get together to discuss what happened in a safe, confidential environment with the assistance of a trained facilitator.
- Give everyone involved an opportunity to come up with a solution to the problem, rather than having a third party, (such as a University administrator) decide what should happen.

Restorative Circle Process

Pre-Circle Meeting

Each individual involved in the conflict will meet with a facilitator one on one to talk about what happened and how the restorative circle process may help resolve the issue.

The Circle

During the circle the facilitators will make sure that every participant has the opportunity to talk about what happened and how it has impacted them. After everyone is heard, the group will discuss plans for how to move forward from the incident.

Post Circle Meeting

Often the group will meet with a facilitator one more time after the circle has concluded to check in with the group and make sure the agreement is working.

Restorative Circles at the U of R

Restorative Circles Are Used

- When a conflict or incident directly or indirectly affects a group of people.
- When the traditional disciplinary process is unlikely to be successful in repairing harms that emerged from the incident.
- Whenever a community member requests one.

"After going through [the Restorative Circle], I thought that it went very well and that it worked. I truly believe that things got accomplished."

"I would participate in this sort of arrangement again...in my experience people generally have disputes because there is one or more than one piece of information which one or both parties was not aware of. This sort of information gap can be accounted for with the circle process."

"I would participate and utilize the restorative circles process in the future because it helped to resolve the conflict we had."

Quotes from University of Rochester students who participated in Restorative Circles.