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# ENHANCING SAFETY PLANNING WITH TRAUMA-INFORMED RESTORATIVE JUSTICE

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RK Resolution

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A photograph of a busy gym. In the foreground, a person in a green shirt is using an elliptical machine. Behind them, several people are on treadmills. The gym has a wooden floor and large windows in the background. A blue overlay covers the left side of the image, containing the text 'LET'S IMAGINE...'.

LET'S  
IMAGINE...

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# OVERVIEW

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## Safety Planning & Restorative Justice

WHY	Reports, Roles and Resources
WHAT	Definitions, Variations in Practice and Purpose
HOW	Implementation, Strategies and Support



# WHY

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- State of referrals
- Regulatory effects
- Compliance considerations, conflation
- Student needs
- Population-specific needs, intersectionality



## WHY SAFETY PLANNING?

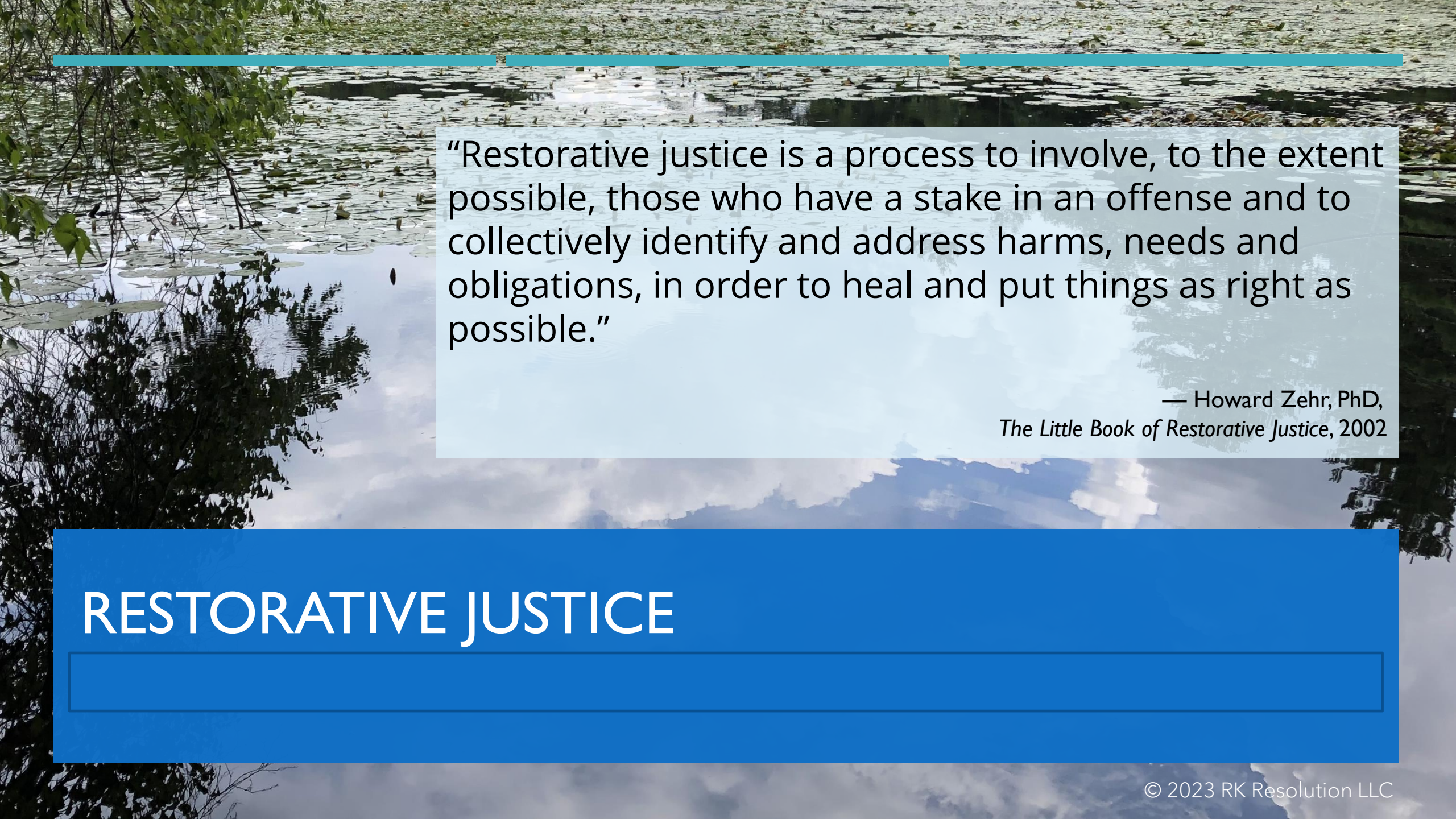
Helps students who disclose feel safe

Promotes community safety

Opportunity to address physical, emotional, and academic needs

Promotes communication and develops trust between the student and the school





“Restorative justice is a process to involve, to the extent possible, those who have a stake in an offense and to collectively identify and address harms, needs and obligations, in order to heal and put things as right as possible.”

— Howard Zehr, PhD,  
*The Little Book of Restorative Justice*, 2002

# RESTORATIVE JUSTICE

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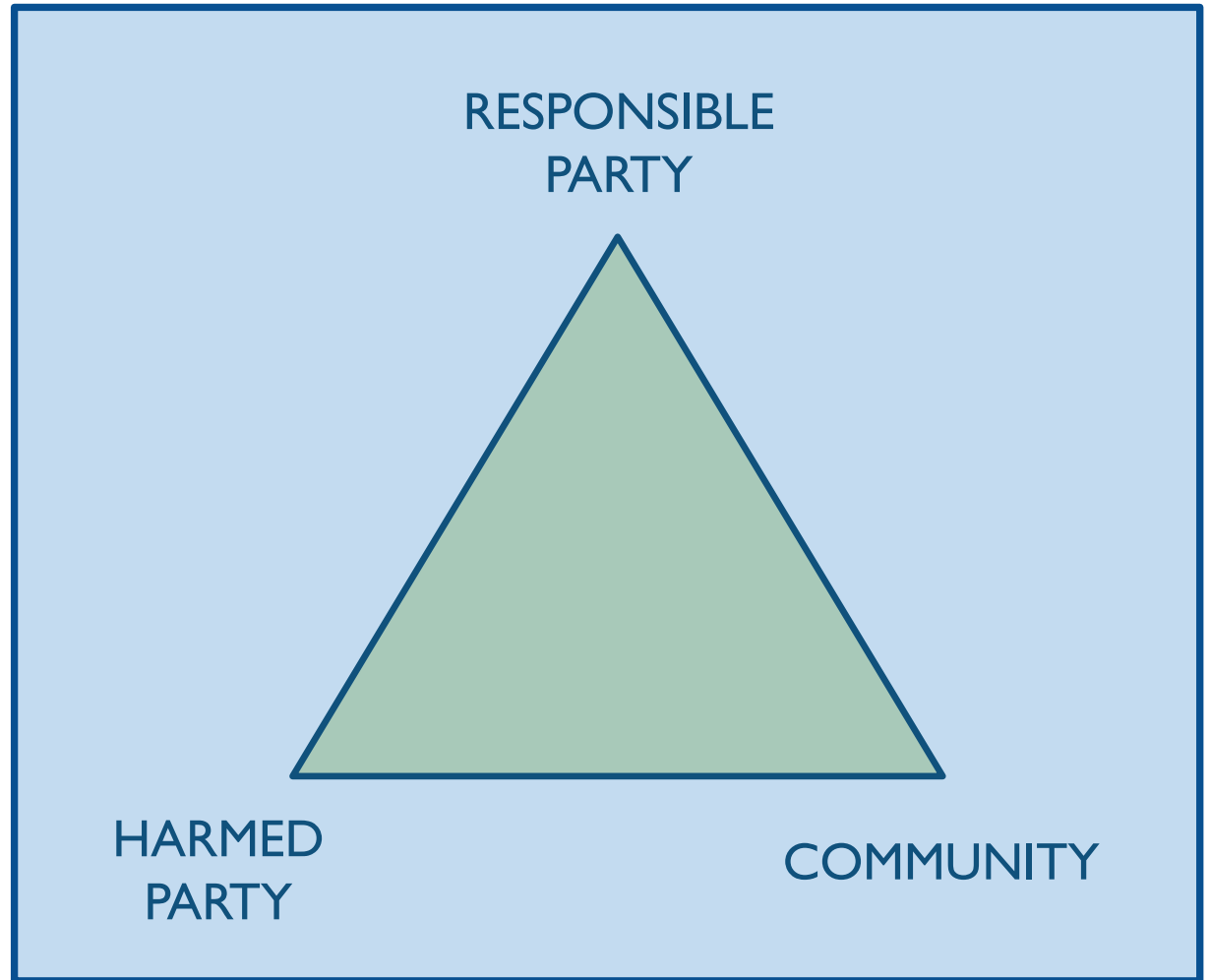
# RESTORATIVE WAY OF THINKING

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- What is the harm?
  - What needs to be done to repair the harm?
  - Who is responsible for this repair?

Adapted from H. Zehr (2002)



# RESTORATIVE TRIANGLE



# RESTORATIVE APPROACH

Relational

Addresses harms, needs and obligations

Collaborative

Equal concern for harmed and responsible parties



# WHAT DO THOSE HARMED NEED?

- Sense of safety
- Agency
- Validation
- For impact to be heard
- Deeper understanding of what transpired
- Control of Information
- Accountability
- Enhanced confidence the behavior will not recur

# RESPONSIBLE PARTIES

- Role of responsibility
- Voicing harm
- Reintegrative vs. disintegrative shame
- Assessment
- Reintegration

- Harm to others
- Harm to self
  - Damage to relationships
  - Destroyed trust
  - Lost opportunities





# RESTORATIVE JUSTICE IS A COMMUNITY APPROACH



A gravel path splits into two directions in a forest. The path is surrounded by lush green vegetation and trees. The scene is brightly lit, suggesting a sunny day. The path leads into the distance, where it disappears into the trees.

JUSTICE CAN BE DEFINED IN MANY DIFFERENT WAYS





# SAFETY PLANNING $\neq$ SUPPORTIVE MEASURES

Safety  
Planning

Supportive  
Measures

Customized safety plans prioritize the safety of a student by considering their daily logistics and what the harmed person needs to feel and “be” safer.

## SAFETY PLANS



## SUPPORTIVE MEASURES

- Accommodations focused on ensuring access to the benefits of education
- Provided regardless of complaint
- Safety may not be an issue for all complainants

# APPLYING RESTORATIVE LENS

## Traditional Responses

- Adversarial process – sets up one party versus the other
- Request for restrictions on respondent may be construed as punitive by the party
- No opportunity to discuss the “why”
- Institution speaks for the community

## Restorative Approach

- Triad vs Dyad moves away from adversarial response
  - Understanding that request is not punitive but necessary
- Provide more understanding between the parties
  - Take accountability for impact that feelings of fear have caused reporting party or community

# RJ FACILITATOR LENS IS DIFFERENT

## Title IX Coordinator

Process oversight

Neutral arbiter

Programmatic oversight

Compliance (state, federal) law focus

## Restorative Facilitator

Multipartial lens

Broader focus than complaint resolution

Focus on establishing “right relationship”

Prioritizes reintegration



WHAT COULD A  
RESTORATIVE  
PROCESS FOR  
SAFETY LOOK  
LIKE?



**Pre-  
Conference**

**Restorative  
Conference**

**Post-  
Conference**

# RESTORATIVE PROCESS CONSIDERATIONS

Who is involved in decision-making?



What could the process look like?



What is the role of advisors, advocates, attorneys?

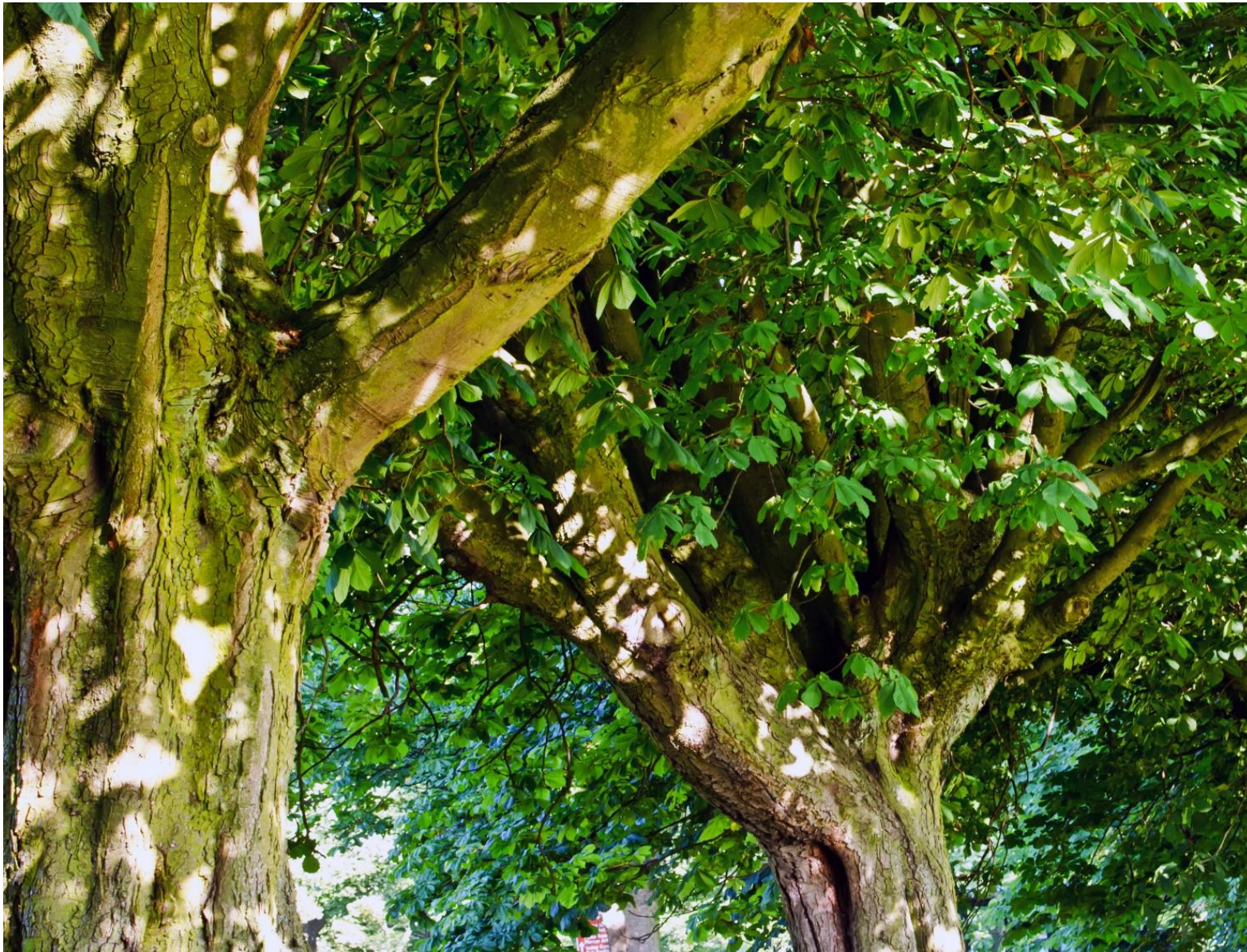


How will agreement be monitored? Revised?



# CONFIDENTIALITY AND INFORMATION SHARING

- Survivor privacy
- Confidentiality vs. Informed Consent
- Processing the process
- Navigating future discussion
- Responsible Party privacy / Student records



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