

# *Restorative Justice Conferencing for Sexual Harassment*

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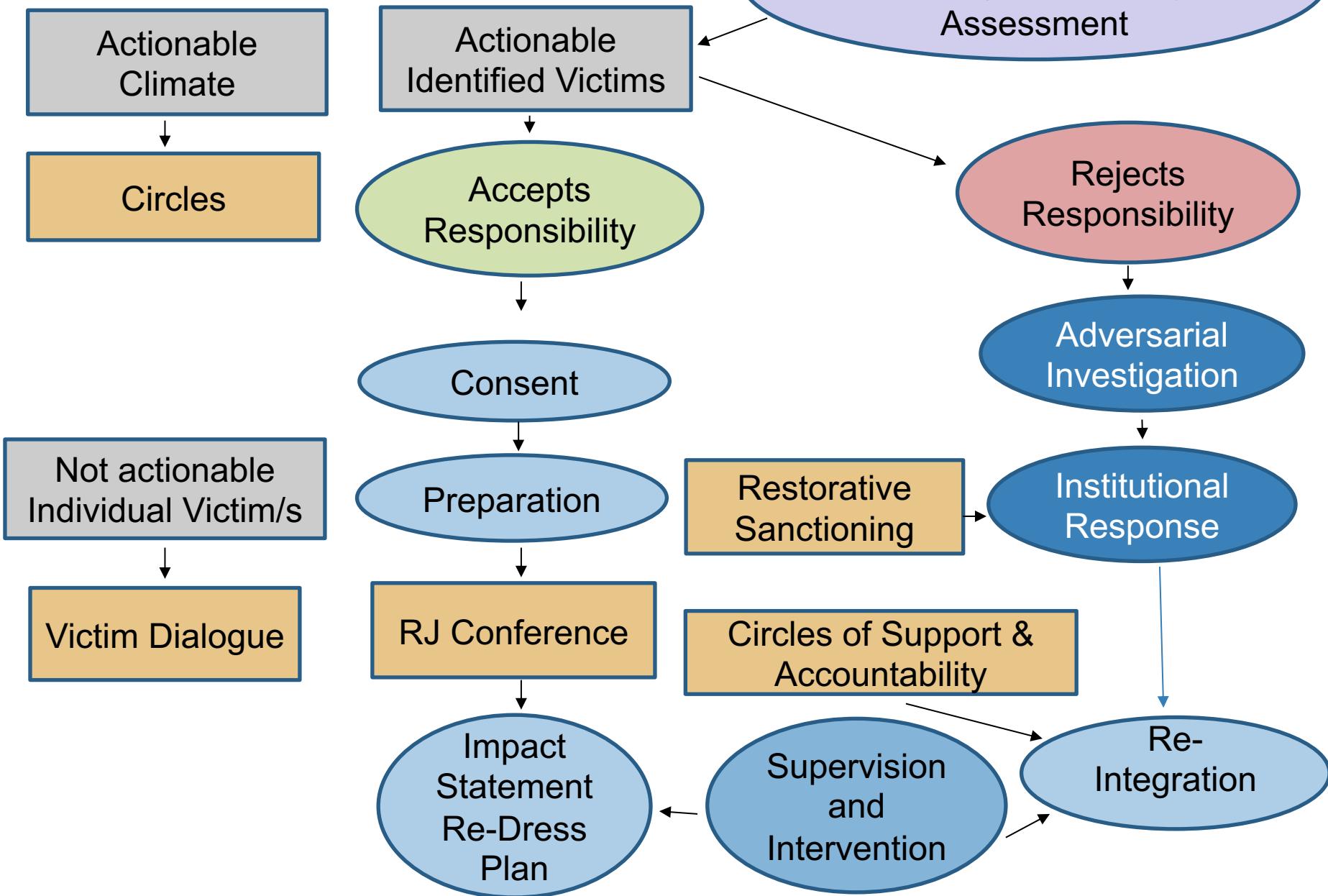
*Not if but When*

Mary Koss, Elise Lopez, University of Arizona

Presented at the National Academy of  
Sciences, Engineering and Medicine

November 19, 2019

# Orange = RJ Options



## Questions

- How we move from RJ (individual) to TJ (systems)
- How is power addressed?
- Who is impacted by outcomes?
- What does re-integration require?

## Thoughts

- RJ Not mutually exclusive from TJ (therapeutic jurisprudence)
- TJ (transformative justice)
- TJ (traditional justice)
- Wrong, harm, victim/survivor, person responsible
- Concentric circles 1<sup>st</sup> 2<sup>nd</sup> 3<sup>rd</sup> degree victims
- Supervision, rehabilitation, symbolic or concrete reparations with victim aware

## *Questions*

- Earning Reintegration
- Preparing community for re-entry
- Shared governance input in design and implementation
- Involving student groups

## *Thoughts*

- Complete re-dress plan under supervision
- Circles of support and accountability, bystander
- Champions at roots and top, feelings of safety and momentum
- As representatives in conferences and advocates for alternative reporting and resolution



# RESTORATIVE JUSTICE FOR SEXUAL VIOLENCE

Repairing Victims, Building Community,  
and Holding Offenders Accountable

Presented at the New York Academy of Sciences

March 11, 2001

Full article published **2003** in Sexually coercive  
behavior: Understanding and management. Annals  
of the New York Academy of Sciences

# Thanks!

## Any questions?



Connect:

[mpk@u.arizona.edu](mailto:mpk@u.arizona.edu)

[eclopez@email.arizona.edu](mailto:eclopez@email.arizona.edu)