Restorative Justice Conferencing for Sexual Harassment

Not if but When

Mary Koss, Elise Lopez, University of Arizona
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Orange = RJ Options

Actionable Climate
- Circles

Not actionable Individual Victim/s
- Victim Dialogue

Actionable Identified Victims
- Accepts Responsibility
  - Consent
  - Preparation
  - RJ Conference
    - Impact Statement
    - Re-Dress Plan
  - Circles of Support & Accountability
  - Restorative Sanctioning
    - Supervision and Intervention

Rejects Responsibility
- Adversarial Investigation
  - Report, Preliminary Investigation, Safety Assessment

Institutional Response
- Re-Integration
<table>
<thead>
<tr>
<th>Questions</th>
<th>Thoughts</th>
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</thead>
<tbody>
<tr>
<td>How we move from RJ (individual) to TJ (systems)</td>
<td>RJ Not mutually exclusive from TJ (therapeutic jurisprudence) TJ (transformative justice) TJ (traditional justice)</td>
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<td>How is power addressed?</td>
<td>Wrong, harm, victim/survivor, person responsible</td>
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<td>Who is impacted by outcomes?</td>
<td>Concentric circles 1(^{st}) 2(^{nd}) 3(^{rd}) degree victims</td>
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<td>What does re-integration require?</td>
<td>Supervision, rehabilitation, symbolic or concrete reparations with victim aware</td>
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<td>Thoughts</td>
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<tr>
<td>➡️ Earning Reintegration</td>
<td>Complete re-dress plan under supervision</td>
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<td>➡️ Preparing community for re-entry</td>
<td>Circles of support and accountability, bystander</td>
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<td>➡️ Shared governance input in design and implementation</td>
<td>Champions at roots and top, feelings of safety and momentum</td>
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<td>➡️ Involving student groups</td>
<td>As representatives in conferences and advocates for alternative reporting and resolution</td>
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RESTORATIVE JUSTICE FOR SEXUAL VIOLENCE

Repairing Victims, Building Community, and Holding Offenders Accountable

Presented at the New York Academy of Sciences
March 11, 2001

Thanks!

Any questions?

Connect:

mpk@u.arizona.edu
eclopez@email.arizona.edu