**Benefits of Restorative Justice**

**Restorative Circles** can be used to:
- Build community and get to know each other
- Establish group norms, goals or ground rules
- Respond to behavior issues and conflict

**Restorative Conferences** allow for:
- Addressing harms and needs in a polite and respectful manner
- Sharing of emotions and active listening
- Telling your story and listening to others’ stories
- Forgiving past harms
- Gaining a deeper understanding of the individuals involved
- Group decision making on how to address the harms created
- Community engagement in the process

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**Examples of how Restorative Justice (RJ) has already been used on Carleton’s campus:**
- Conflict resolution among members of student organizations
- Restorative Circle between faculty and staff members
- Rebuilding our community after campus conflict
- Conflict resolution between two or more students

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**Questions?**
Contact Amy Sillanpa (asillanp), Tegra Straight (tstraight) or go to: go.carleton.edu/rj

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What is Restorative Justice?

Our ancestors gathered around a fire in a circle. Families gather around the kitchen table in a circle. Now, we are learning to gather in a circle as a community to solve problems, support one another, and connect to one another (Source: Pranis, Kay "The Little Book of Circle Processes"). **Restorative Justice (RJ)** is a collaborative decision-making process that gathers together in a circle those harmed, the responsible person, and others who seek to hold the responsible person accountable.


How does it work?

Restorative Practices are peaceful conflict resolution approaches based on a philosophy that when someone has been harmed there is an obligation to address it and make things right. To begin addressing the harm, a restorative justice facilitator will ask those involved to come together in a circle or conference and answer three basic questions:

- What happened?
- Who has been affected and how?
- How do we make things right?

These questions and answers will then allow for further group discussion.

RJ Incorporates:

- **Inclusive decision-making**
  Decision-making is placed in the hands of the people who care more, the offenders and harmed parties.

- **Active accountability**
  Offenders must take responsibility and make amends. They cannot sit back and be judged and sanctioned.

- **Repairing harm**
  Focus is on reparation and healing to bring harmed parties up, not to drag the offender down.

- **Rebuilding trust**
  Rebuilding relationships is important so that offenders can be trusted again and harmed parties can feel safe.