Fairness ~

Clarifying Questions

- ❑ Who is involved?
- ❑ When did it happen?
- ❑ Where does this take place?

Goals

- ❑ Growth
- ❑ Changed Behavior

Restorative Justice Questions

- ❑ What happened or has been happening?
- ❑ What were/are you thinking?
- ❑ How were/are you feeling (ask the person who was affected by this)?
- ❑ Who else has been affected by this?
- ❑ What do you need now so that the harm can be repaired?
- ❑ How can we involve everyone who has been affected in finding a way forward? "How can everyone do things differently in the future?

Fairness Protocol & Roles

Introduction (Co-Chairs) - The supervisor introduces the group and explains the basic ground rules, including openness, following protocol, and confidentiality. The facilitator gives an overview of the protocol and time guidelines.

Explanation (the taker) - The person who called for the Fairness Committee Meeting explains, uninterrupted, why s/he asked for it. S/he is asked to explain which core value s/he believes has been violated. **(5 minutes) (One person only)**

Explanation (the taken) - The person who was brought to the Fairness Committee explains his or her side of the story, also uninterrupted. **(5 minutes) (One person only)**

Questions (Chair & Co-Chair Students) - The panel asks questions of both people to obtain a more complete and holistic picture of the situation at hand. This process has no beginning or end and is dependent on the context of the situation and the nature of the dialogue. The intent is to come to some agreement or understanding among all parties. See other side for questions.

Completion (Facilitator/Co-Chairs) - The facilitator guides the discussion toward reparation of the harm done to the individual and the community. This sometimes includes actions taken after the meeting, which the Facilitator will follow-up with the individuals involved.

Restorative Actions

A restorative action, as we define it, should give something back to the community to repair what has been broken or violated. All members of the Fairness hearing must reach consensus around what restorative actions are appropriate for the violation. These can be: a structured apology, a research project, community service and most importantly; changed behavior toward the community.

Fairness Norms

Looking Piece - All panelists can choose to use a “looking piece” when they speak to direct their eyes/attention if they choose to instead of looking at any particular individual.

Talking Piece - All panelists will speak only when they have the talking piece, to assure a commitment to “one mic”.

Equal Explanation Time - Taker and Taken will have 5 minutes to share their side.

Follow Up Protocols

Follow Up Meeting - Initial individual or group followup check-in one week after the fairness to check in about outcomes and determine further next steps.

Follow Up Fairness - If needed, schedule a second fairness to “close the loop”.