



Campus PRISM

Promoting Restorative Initiatives for Sexual Misconduct on Campus

Campus administrators

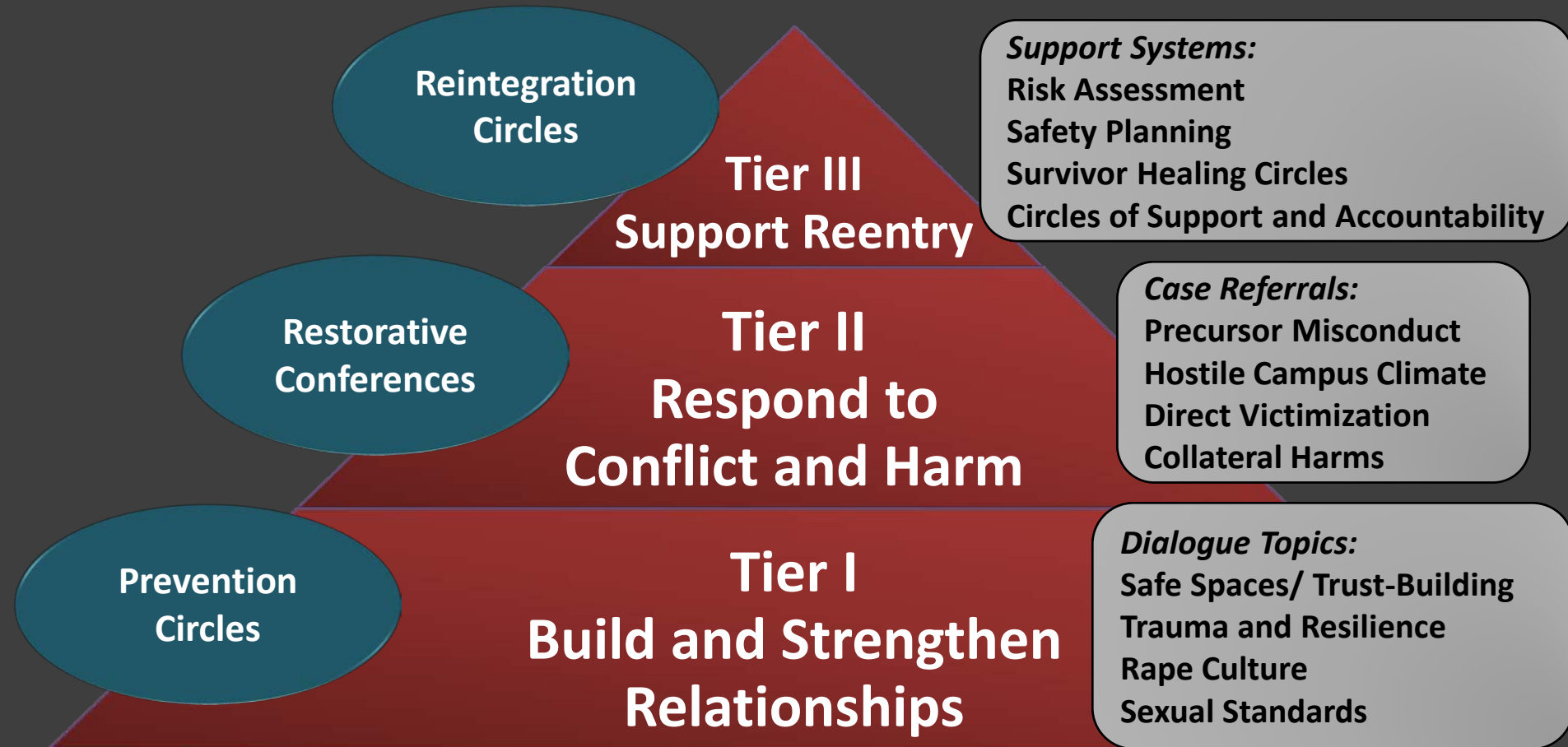
RJ practitioners

Academics

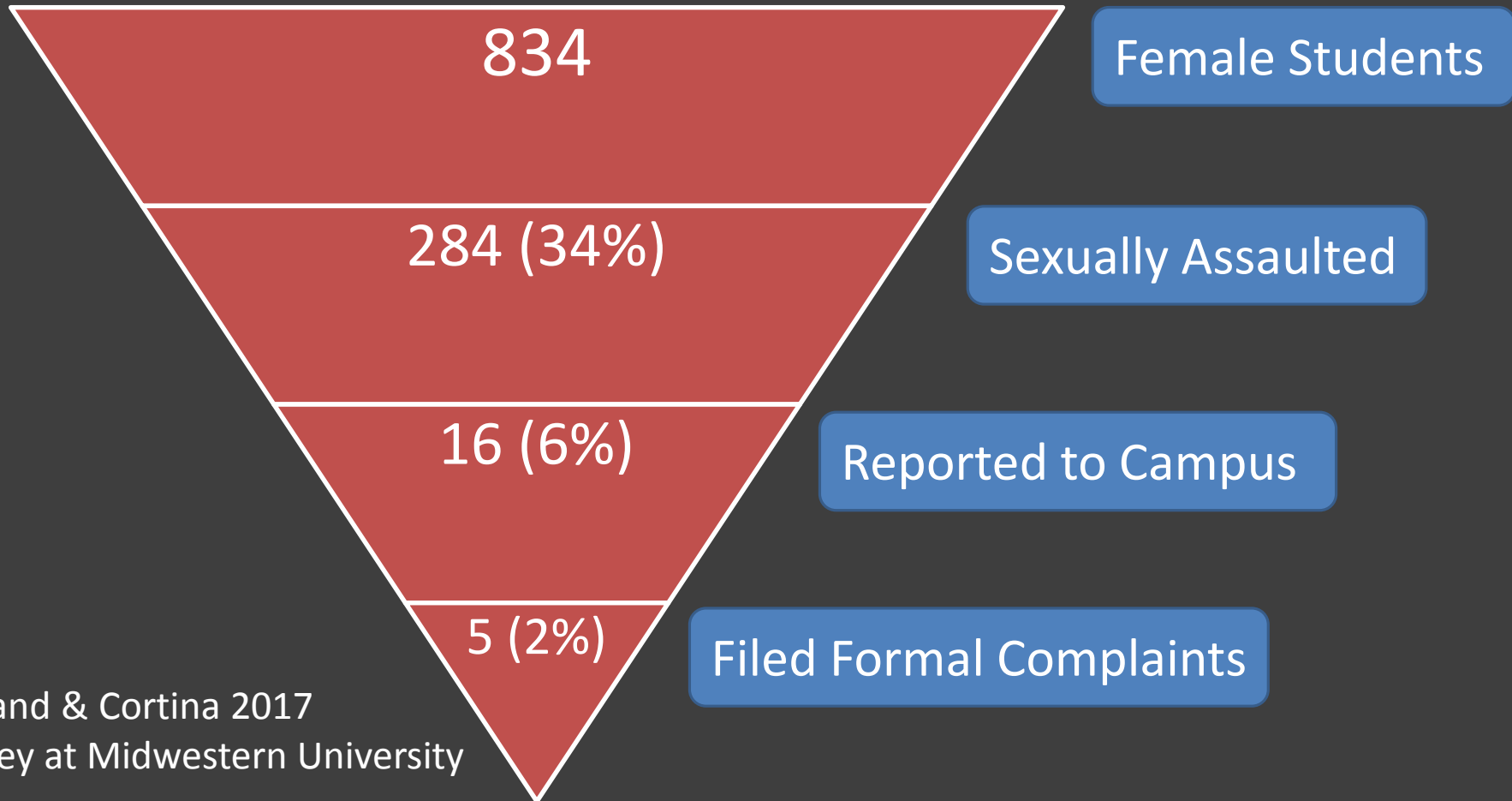
Students



Campus PRISM: Whole Campus Approach



Reporting and Adjudication



Holland & Cortina 2017
Survey at Midwestern University



What do victims want? (Herman 2005)

To matter and have
a voice

Acknowledgement
from offender and
community

Vindication:
Community
expression of
disapproval

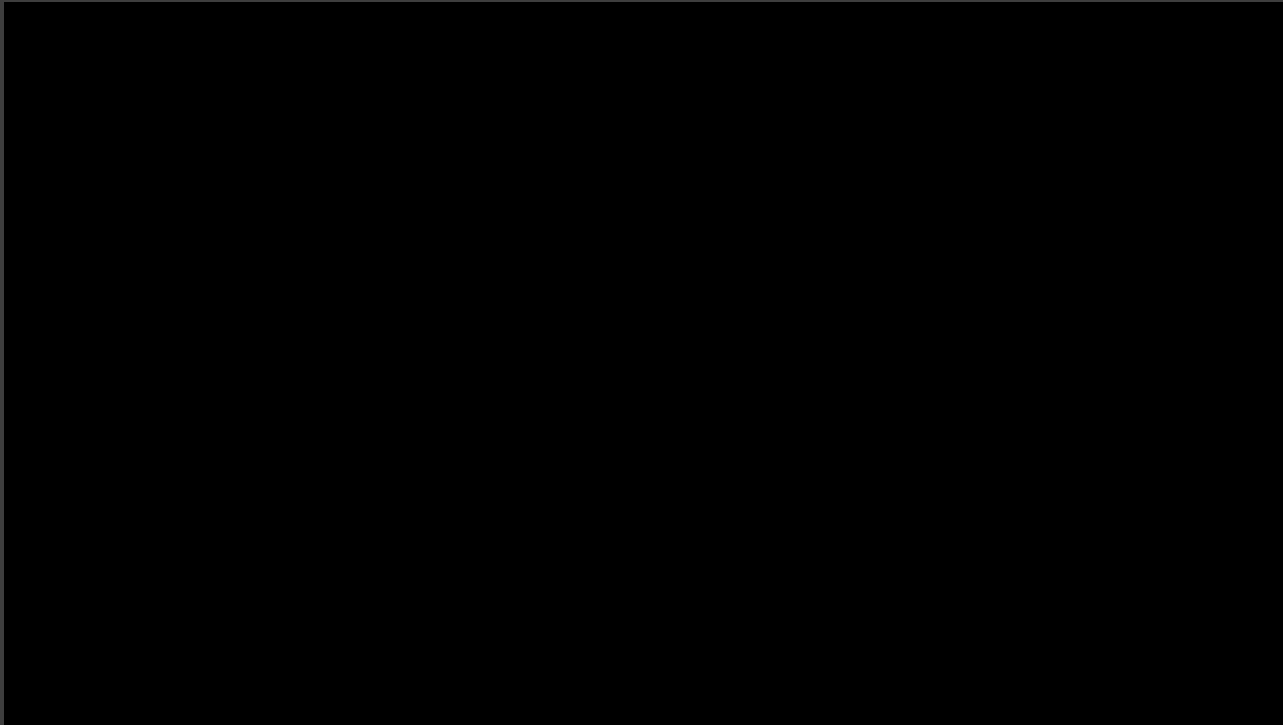
Sincere apology

Accountability:
Harm must be
recognized

Safety: Misconduct
must not be
repeated



Survivor Voices: What is Justice?



<https://inmywordsmovement.org/stories/>



How do we create the conditions in which it is possible for someone who has caused sexual harm to acknowledge and take responsibility for that harm?



RJ Defined



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

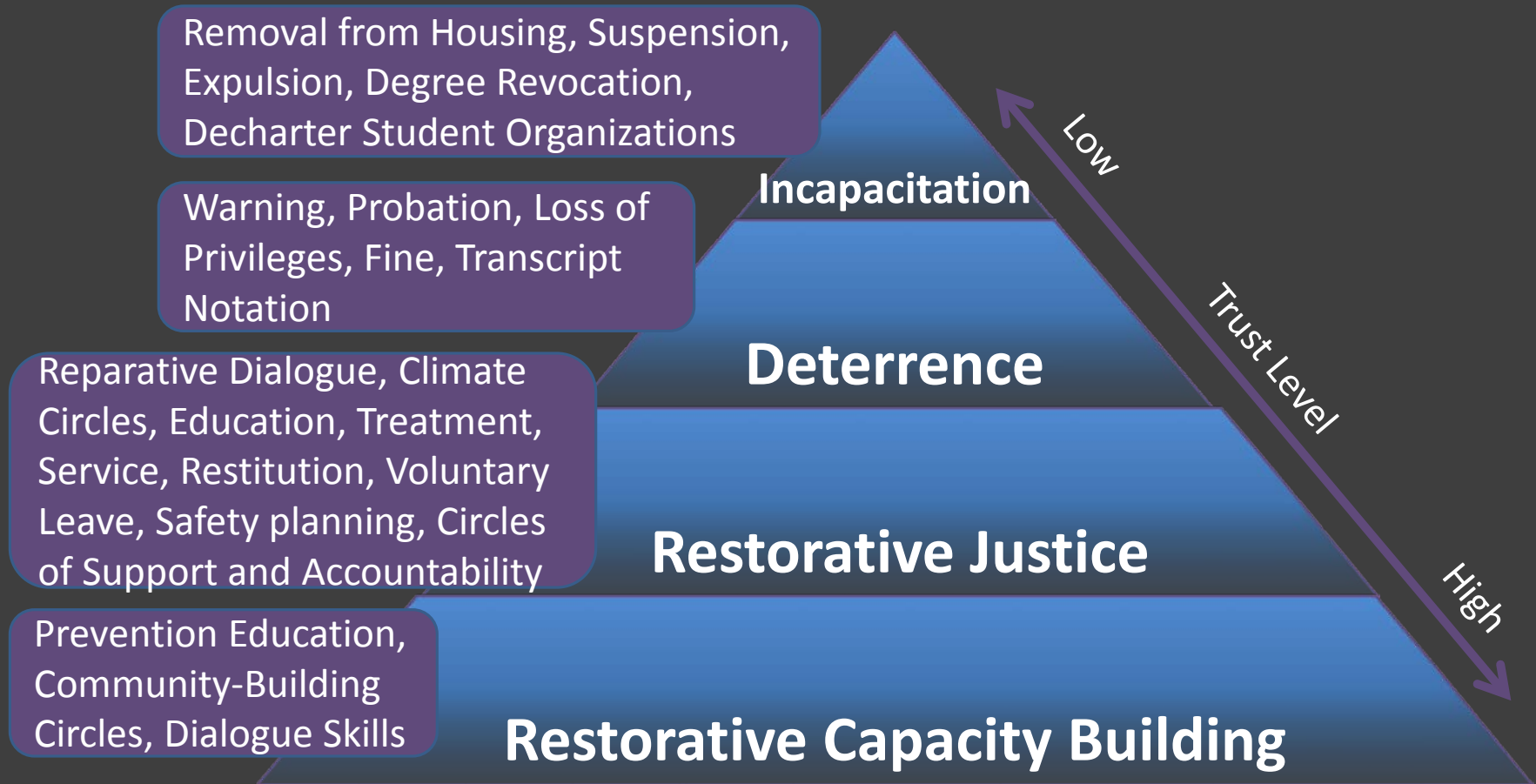
Howard Zehr



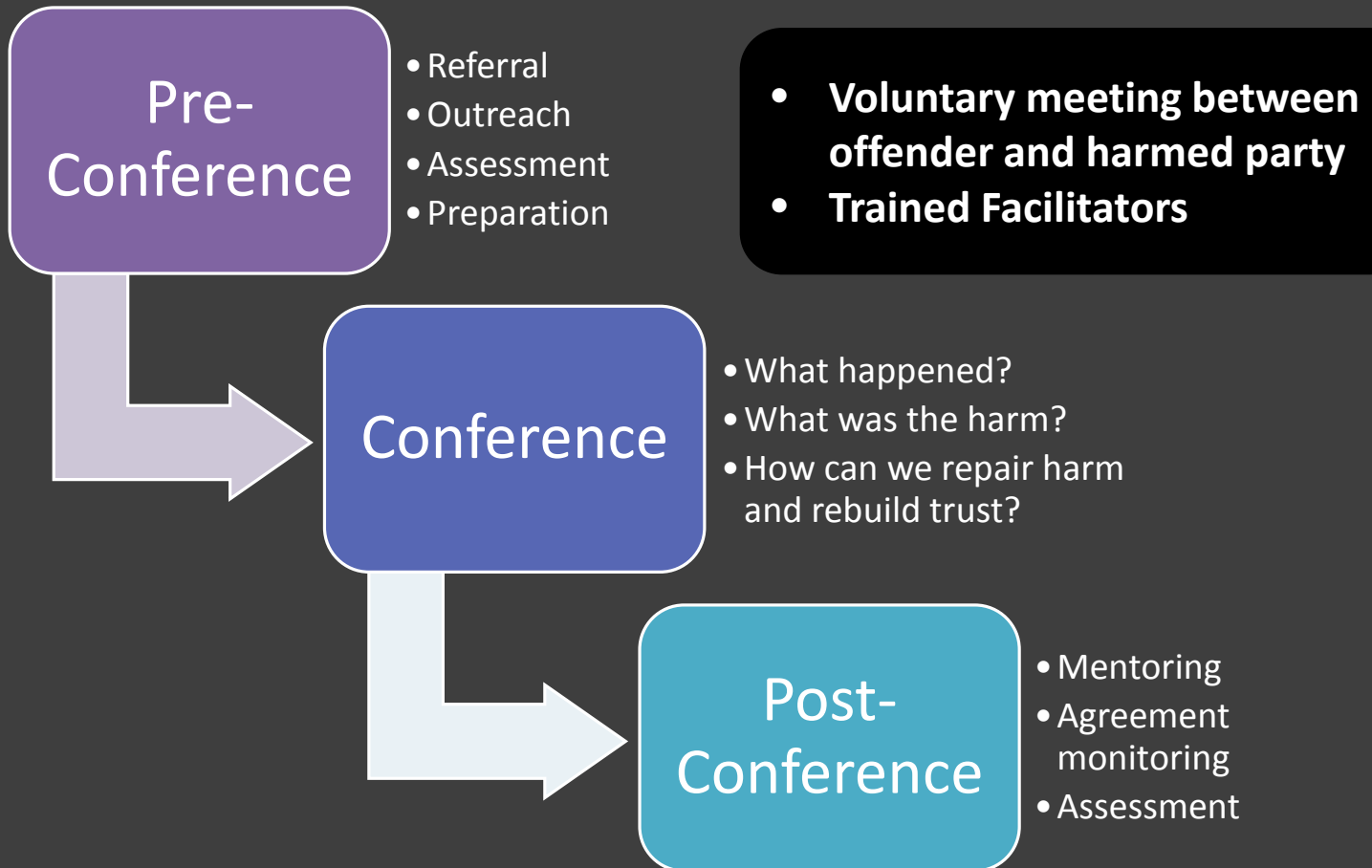
Achieving Accountability and Support



Responsive Sanctioning Pyramid



Fundamental RJ Process



Beyond Face-to-Face: Still Meeting Needs

Video
Conference

Video
Exchange

Writing
Exchange

Victim Impact
Statement

Surrogate
Participation

Victim
Support
Circles



Restorative Questions

What can be done to repair the harm?

Emotional/
Spiritual Harm

Material/
Physical Harm

Communal/
Relational Harm

What can be done to rebuild trust?

Understanding

Well-Being

Stake in
Community



RJ Conferencing for Sexual and Gender-Based Misconduct

Pre-Cursors to Sexual and Gender-Based Misconduct

- Alcohol violations
- Hazing
- Entitlement

Hostile Campus Climate

- No targeted, direct victim
- Sexism, hegemonic masculinity
- Banners, dance floors, social media

Direct Victimization

- Stalking, harassment, sexual assault, intimate partner violence

Collateral Harms

- Ripple effects/fallout from specific incidents
- Retaliation



Why Do Harmed Parties Participate?

I want a say in what happens

This is how you have harmed me

I need to know this won't be repeated

I want to know if you are sorry

I have questions only you can answer

I want something good to come from this

Empowerment (choices, participation, offering to help)

Truth-Telling (explanation of impact)

Getting Needs Met (safety, questions answered)

Vindication (acknowledgement and repair of harm)



Why Do Offenders Participate?

