Using Restorative Practices in Response to Alleged Faculty Sexual Misconduct

“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, The Little Book of Restorative Justice

This process was a response to instances of institutional harms and conflicts amongst faculty, staff, and students with the goals of rebuilding trust and transforming institutional structures.

Beginning in June of 2018, in an effort to expand knowledge of the practice across campus (and the university), and because the community asked, we arranged a series of workshops to introduce restorative practices to the university.

In parallel, our consultants worked with groups and individuals impacted by the alleged misconduct in order to identify and map harms, with the goal of healing the community.

Over 185 faculty and staff have participated in thirteen training sessions

“Conflict is not a problem that needs solving but a phenomenon that needs understanding.”
- Dominic Barter

Institutional Impacts

- Presidential support for and senior level participation in the initiative
- Shared interest and engagement across historically siloed groups
- Departmental and individual implementation of restorative practices
- Revision of relevant policies and procedures

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Adjectives used by training participants to describe their experience

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