

5 Principles of Restorative Justice

Restorative justice is unique because it requires everyone's full participation to **address harm and rebuild trust**. This often entails direct meetings facilitated by a skilled mediator, which, when handled properly, can be **powerful and transformative**.

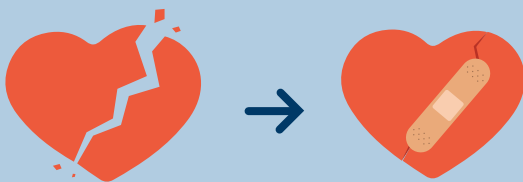
Restorative justice is an approach to repairing harm based on dignity, healing, and community. With origins in Indigenous teachings, faith traditions, and common sense, it seeks to answer the following questions:

- "Who has been harmed?"
- "What are their needs?"
- "Who is responsible for making things right?"
- "How can we work together to repair the harm?"

Here are five principles of restorative justice that will help you repair harm in a way that strengthens relationships and builds community:



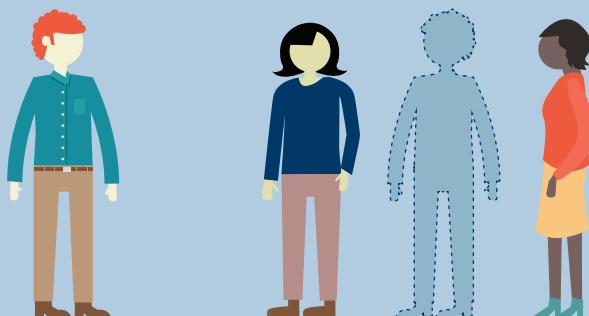
1 Invite full participation and consensus.
Give voice to those who caused and were affected by the harm, and invite dialogue among them where appropriate. Work together to determine outcomes that feel fair and reasonable to everyone involved.



2 Work towards healing what has been broken.
A restorative response seeks to address the harms, both tangible (e.g., damaged property) and intangible (e.g., emotional impact). Come up with goals to meet the needs of everyone who was affected.



3 Seek direct accountability.
Those who caused harm should be held accountable for their actions to those they hurt. Appropriate reparations should be discussed, agreed upon by everyone involved, and expected.



4 Reintegrate where there has been division.
Harmful actions often create alienation and distrust within the community. Wherever possible, restorative justice can help those who caused harm to repair relationships so they can reintegrate with their community.



5 Strengthen the community and individuals to prevent further harms.
Restorative justice is future-focused and asks the question, "What needs to happen to prevent this kind of harm in the future?" The incident itself becomes a catalyst for creating a healthier and safer community.