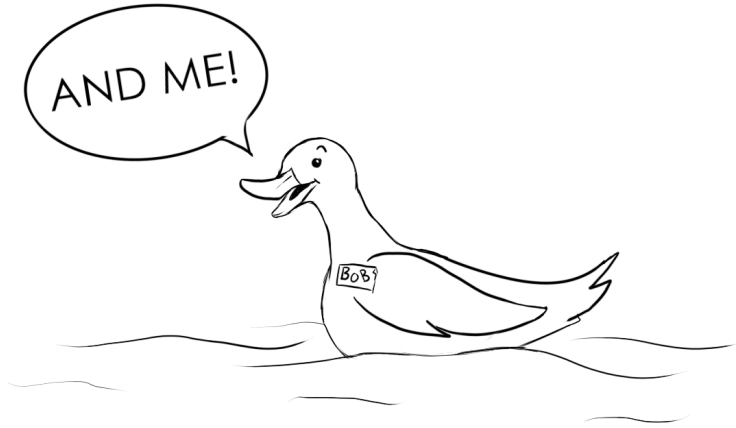
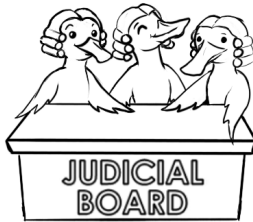


# Reed's *Student-Run* **Accountability Processes**



## A little introduction to Reed's Accountability groups...

Reed's Accountability groups collectively created this zine to help you **navigate** the various community building and conflict and **harm resolution processes** available to the Reed community, highlighting the basics of Honor Council, the Restorative Justice Coalition and the Judicial Board. We hope to **clarify our respective roles** and strengthen the Reed community by **reinforcing avenues of support** and **opening spaces for conversation**.

Oh duck! What can I do to address this harm?



This is Bob the duck (they/them), a new student who is trying to understand Reed (without quacking under the pressure!)

Before we get into any *egg-splanations* about our roles on campus, we've created a few questions to get you and Bob thinking about different types of harm and their broader effects on the community...

### What is harm?

What types of harm have you seen, experienced, or contributed to? How do you know when a situation of harm has occurred?

What types of harm might occur at Reed?

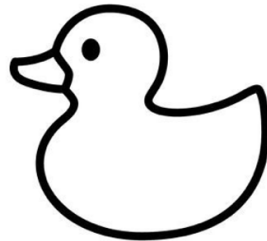
### Harm and Community

How do situations of harm affect the community as a whole? In what ways might the community be impacted by individual instances of harm?

# Honor Council

The Honor Council (HC) is a group of 9 students who facilitate **formal mediation** between two or more parties. We also **educate** the student body on the Honor Principle and **refer** students to other resources that meet their needs. You can also come to us whenever you need to talk!

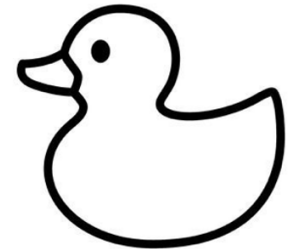
Wait... can you  
egg-splain  
mediation?



Great question! Mediation is a neutral form of conflict resolution where an **impartial** mediator facilitates conversation between two or more parties.

- » All participants must agree to keep the process **confidential** in order to proceed.
- » After meeting with each party individually, the mediator will bring them together for about two hours to listen to each other, brainstorm solutions, and draft an **agreement**.
- » In the following weeks, the mediator will check in with both parties to make sure the agreement is working for everyone.

When would be  
a good time to  
use mediation?



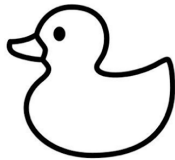
- » For those seeking to resolve conflict with another party, whether on an individual or group level.
- » Mediation requires the mutual **consent** and **presence** of all parties, so it's only recommended if parties are still willing to engage in dialogue with each other.
- » HC cannot mediate for situations involving violence, sexual misconduct, or academic misconduct.



Scan here for our office hours, website, and online mediation form or email [hc-students@groups.reed.edu](mailto:hc-students@groups.reed.edu) to set up an appointment. Our office is GCC 048. Follow us on Instagram [@reedhonorcouncil](https://www.instagram.com/reedhonorcouncil).

# The Restorative Justice Coalition





What if I'm trying to tap into/create larger community support systems, address the cause of harm, and/or seek accountability from all parties involved?



Bob's question is a tough nut to *quack*! Restorative Justice is the method that can fulfill all of Bob's hopes for a process.

The Restorative Justice Coalition is a group of **3-5 student facilitators** trained to lead various forms of restorative circles, seeking to **prevent, address, and repair harm** through individual and community empowerment.

## Key Terms and Phrases

	<b>Voluntary</b>	Participants engage to their comfort level, and may stop the process at any time
	<b>Circle Format</b>	We follow a circular order, where everyone gets a chance to share, speak, and listen
	<b>Multi-Partial</b>	We acknowledge the direction(s) of harm, and that everyone has a story and a voice
	<b>Impact vs. Intent</b>	We emphasize how actions impact people, regardless of their doer's intentions

## The Core Tenets of RJ

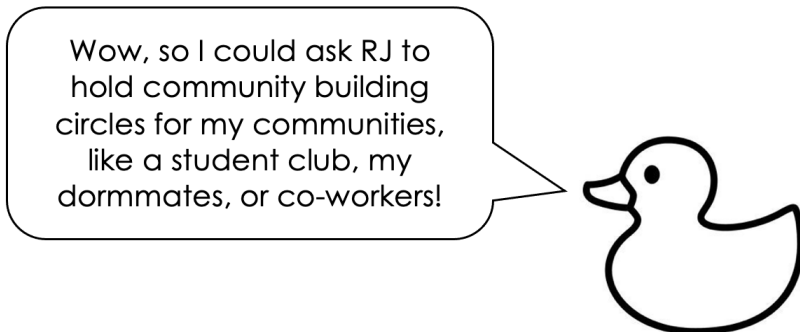
- \* RJ is open to **Students, Faculty and Staff** as a restorative way to address harm, identifying the needs of the person harmed in relation to the actions of the person who harmed
- \* RJ functions across **3 tiers**: community building circles, harm circles, and connection and support circles

## The 3 Tiers of RJ



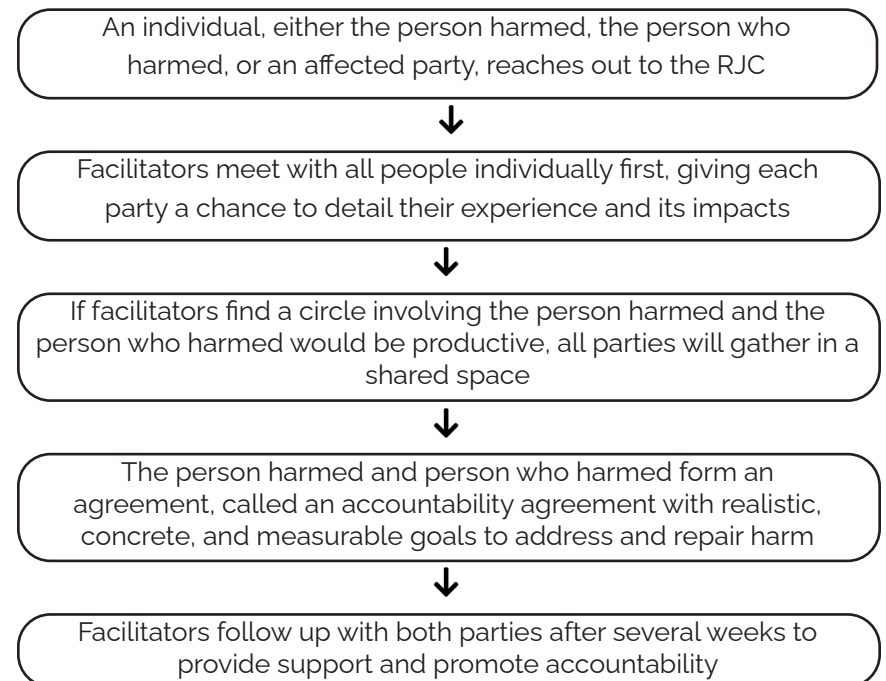
RJ is rooted in **indigenous practices** from peoples such as the Maori in New Zealand and Hollow Water First Nation in Canada, who utilize peace-making and **collective decision-making** to promote a supportive approach to **community and justice**. We hope to provide this avenue to Reedies mindfully, and [encourage deeper research into this topic](#).

## Tier 1: Building Community Through Circles



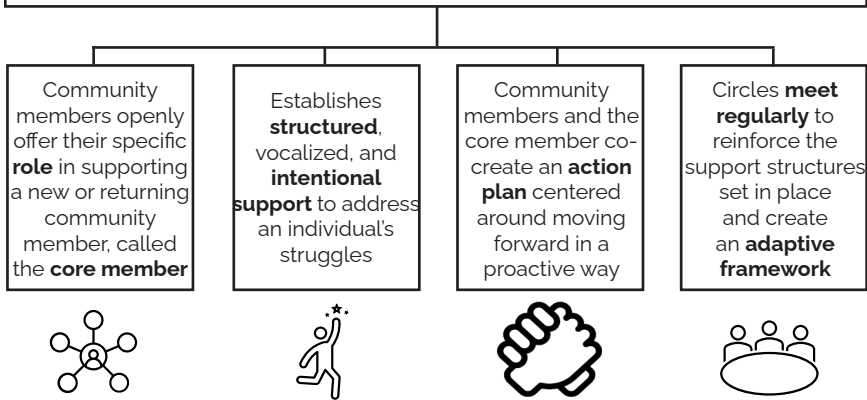
## Tier 2: Repair through Harm Circles

- » When a person has **been harmed**, or a person has harmed another, harm circles are a process that address harm by identifying and engaging with the **root causes of harm**
- » Option to **bring a person as support** through the process
- » Promotes **intentional accountability** by establishing a space for the person harmed and the person who harmed to **collaborate** on an accountability agreement—a co-created plan of action for justice to be restored
- » Actively **restores community** ties through collaboration and communication
- » Requires the **active, voluntary participation** and agreement of all parties involved



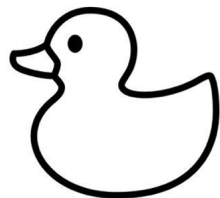
### Tier 3: Connection and Support Circles

The third tier of Restorative modalities is focused on providing **responsive** support structures. These bring community together to form **individualized action plans** to help struggling **individuals**. These plans center around working together to facilitate individual and collective **accountability to empower** the community



Connection and Support Circles serve in many situations to ensure an **individual is given support**: to successfully **enter or re-enter** their community, receive **academic support**, help them through isolation, among others.

I bet these would be helpful for transfer students, people coming back from leaves of absences, those facing academic challenges, or anyone who needs more support!



### So... How Do I Use RJ?

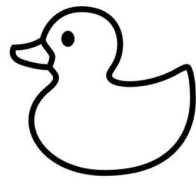
1. Email the Restorative Justice Coalition (rjcoalition@reed.edu) or fill out our form to:
  - a. Seek, build, or reinforce community
  - b. Address or repair harm you experienced, caused, or witnessed
  - c. Seek or provide additional community support
2. We will reach out to you and all involved parties / community members, establishing initial contact and seeking voluntary interest and participation
3. Things go from there! Circles of all kinds can take several weeks to months, depending on the situation, so we will keep ongoing contact as we work through cases and inquiries

Follow the links below to our [Google Form](#), the [Restorative Justice website](#) and other RJ resources/information!



# The Judicial Board

What can I do if the other people involved don't want to go to the HC or RJ?



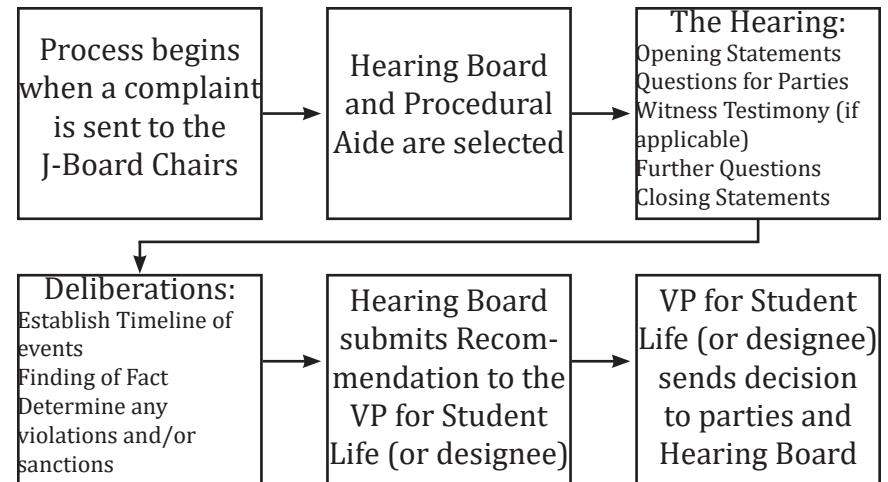
Don't let this ruffle your feathers, Bob! J-Board just might fit the *bill* for your situation!

Conflict and harm can look like a lot of different things but for the Judicial Board, the principle understanding of harm relies on the presupposition of a shared sense of moral conduct. In other words, the Honor Principle, along with the other college policies\* (DHSM, AOD, Academic Conduct, etc) articulate our community norms for behavior. From the perspective of J-Board, **harm is a violation of that mutual agreement, enacted on relationships and people.**

## *What is the Judicial Board?*

- a. A body of student members that undergo extensive training on policy, legal compliance, and trauma awareness
- b. Responsible for adjudication on alleged Honor Principle/ college policy violations, with the exception of the DHSM policy
- c. Student J-Board members and trained staff members make up the Sexual Misconduct Board (SMB)
  - i. Responsible for adjudication of alleged student violation of the DHSM; the SMB also serves in a consultative role regarding sanctions for student violations of the Title XI policy
  - ii. At the time of writing this, the Title IX policy is going through updates. Refer to digital resources on our QR code for up-to-date information/reach out to the Title IX Coordinator!

## *Process Overview*



## *Why the J-Board Process?*

Understanding that each accountability process at Reed has distinct goals/outcomes, you might choose to file a complaint with the Judicial Board if...

- i. parties cannot agree on a resolution/parties are seeking a resolution
- ii. alternative processes are inappropriate for the case
- iii. the situation was not resolved by alternative means/processes

Each case that is brought to J-board is considered in **its own context**. Recommendations or sanctions are **not predetermined** based on what “rules were broken” but rather made following a process of deliberation. Accountability can take many various forms and necessarily **differs from punitive intent**.

The J-Board process is the only means by which **non-mutual, long-term measures** (including sanctions) may be determined. The **J-Board co-chairs and advisors** can be used as a resource to see if initiating a J-Board process is the choice for you.

## Directory of Communication

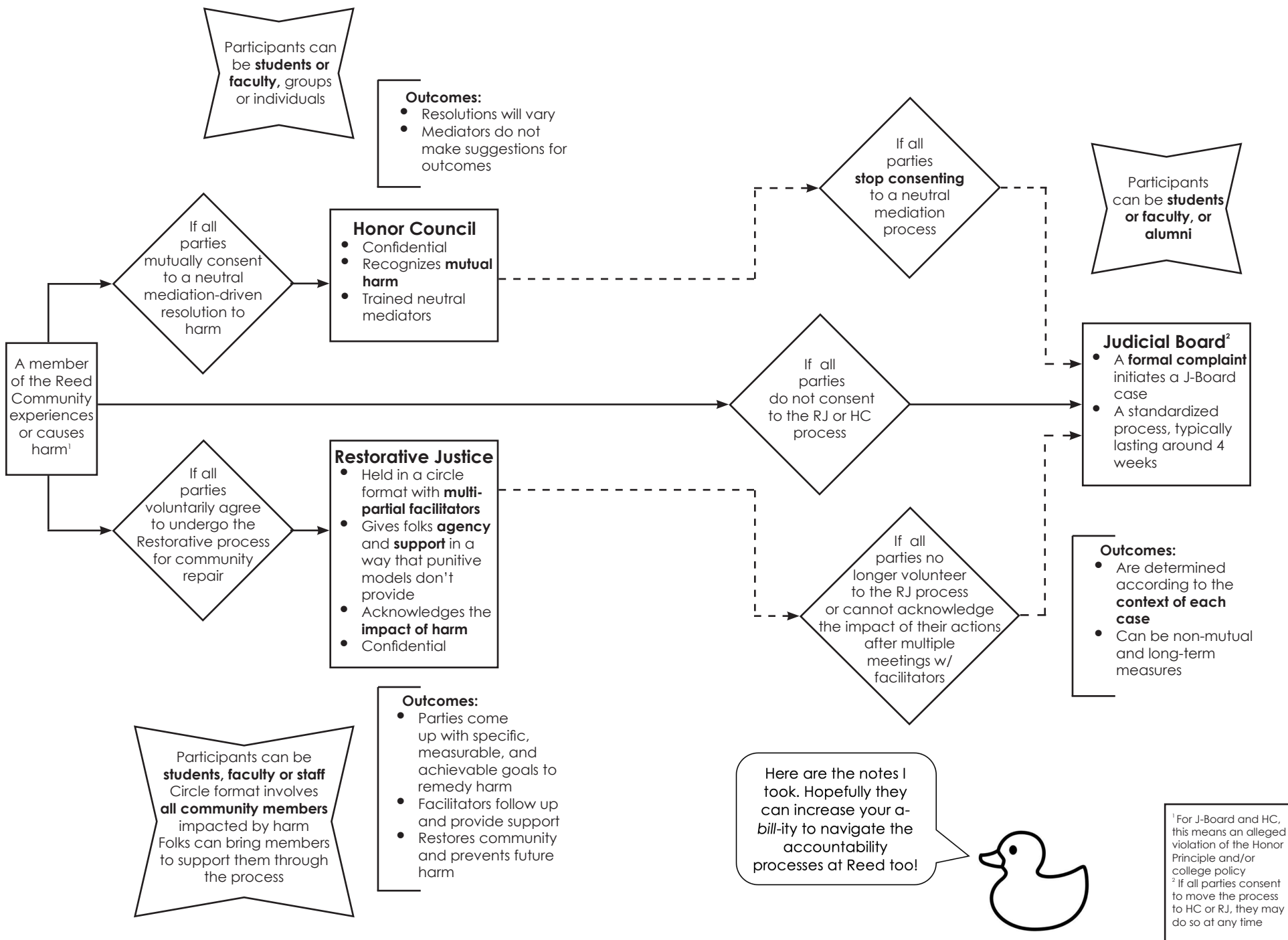
J-Board Student Co-Chairs	You can reach out to the student co-chairs with questions or to file a complaint.
Board Advisers	The advisors are available to discuss any J-Board related questions and accessibility accommodations.
Title IX Coordinator	You can file a Title IX case and bring SMB questions.

\*Note that these are not confidential resources. Before you file a case, it may be helpful to get support and guidance from confidential resources: the Honor Council, Restorative Justice Coalition, or SHARE advocates (for Title IX cases). The HCC is also able to provide confidential support.

For more information visit the J-Board Code or reach out to its members. Info can be found on the Reed website through the QR code.







Now that you have more information, here are some more questions for you and Bob to pond-er...

### *Being Accountable for Harm*

*How would you like to be invited to be accountable when/if you do harm?*

### *Navigating Reed's Accountability Resources*

*Write down a possible scenario, conflict, or instance of harm that you feel each of the following student-run processes could help resolve*

**Honor Council**

**The Restorative Justice Coalition**

**The Judicial Board**

### *Community and Support*

*In a challenging process around accountability for harm, how can you support your community? How do you feel your community can support you?*

