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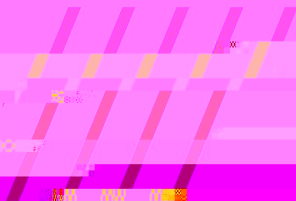
# Police Brutality Violence Against Transgender and Gender Non Conforming Community FBI Hate Crime Statistics, 2019

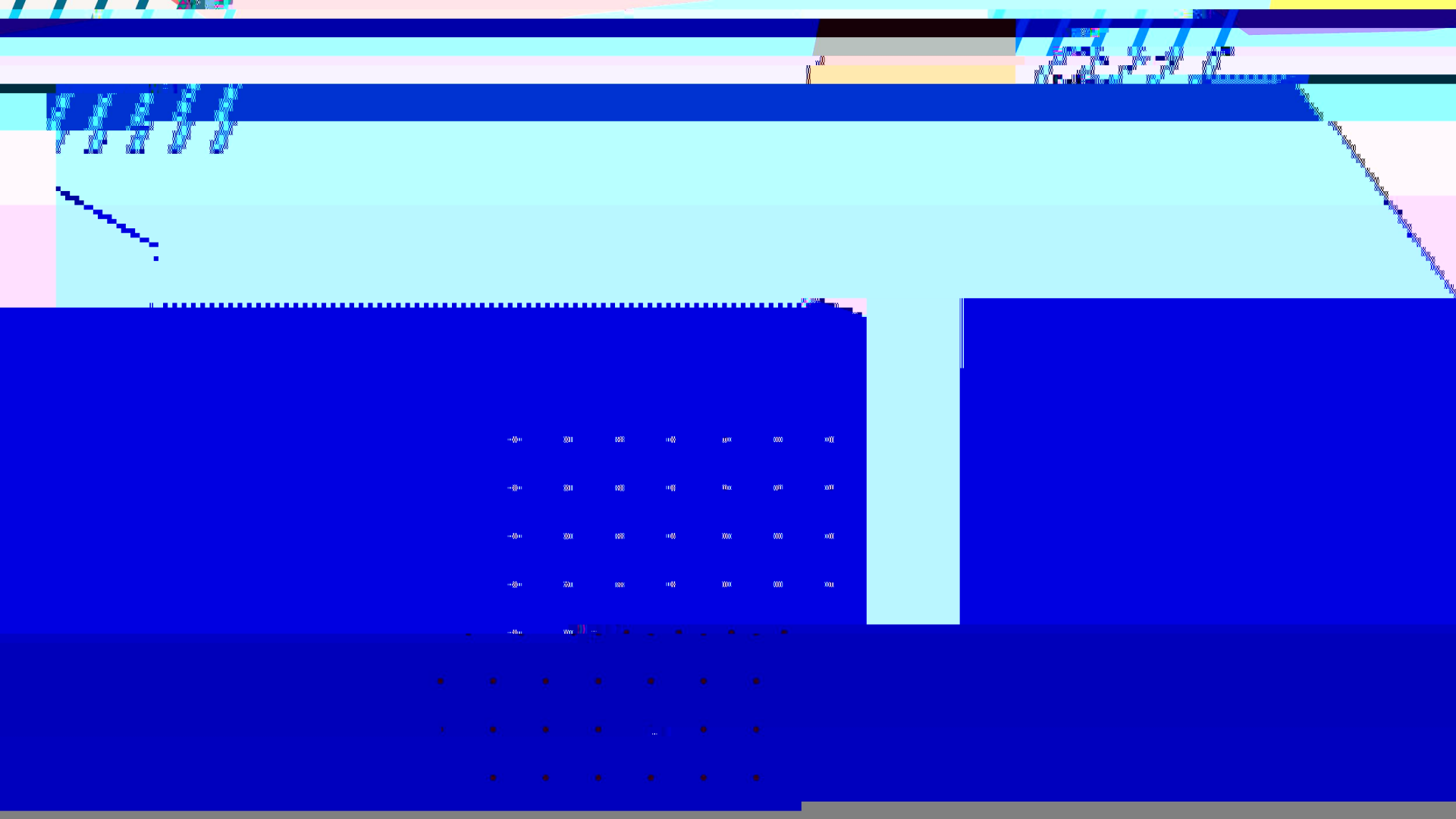
4,784 single-bias hate crime offenses  
48.4% involved offenders who were  
anti-black or African American

## Study

Acceptability

Appropriateness





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01 What is restorative justice?

02 Why consider RJ as a possible alternative resolution option? What can it look like?

03 Limits and challenges to RJ

04 Considerations when creating an RJ program

An approach to addressing wrongdoing that aims to:

- Repair the harm
- Heal the trauma
- Reconcile the interpersonal conflict
- Reduce the social inequality
- Reintegrate people who have been outcast





A variety of socio-cultural variables can affect a student's willingness to utilize a formal complaint process

Everything Kristin just covered!

Able to be tailored to meet harmed parties' needs and community needs

"I want [them] to know what [they] did, but I don't want to ruin [their] lives."

Can work to address the ripple effects of the harm

An RJ approach would allow for continued work with respondents well beyond the end of a conS

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## Dialogues

Circles, conferences,  
facilitated dialogues,  
shuttle negotiations

## "Closure"

Apology letters, impact letters,  
ability to ask specific questions

## Prevention Work

Community building and circle work on  
bystander intervention, consent, healthy  
relationships, hook up culture

## Education

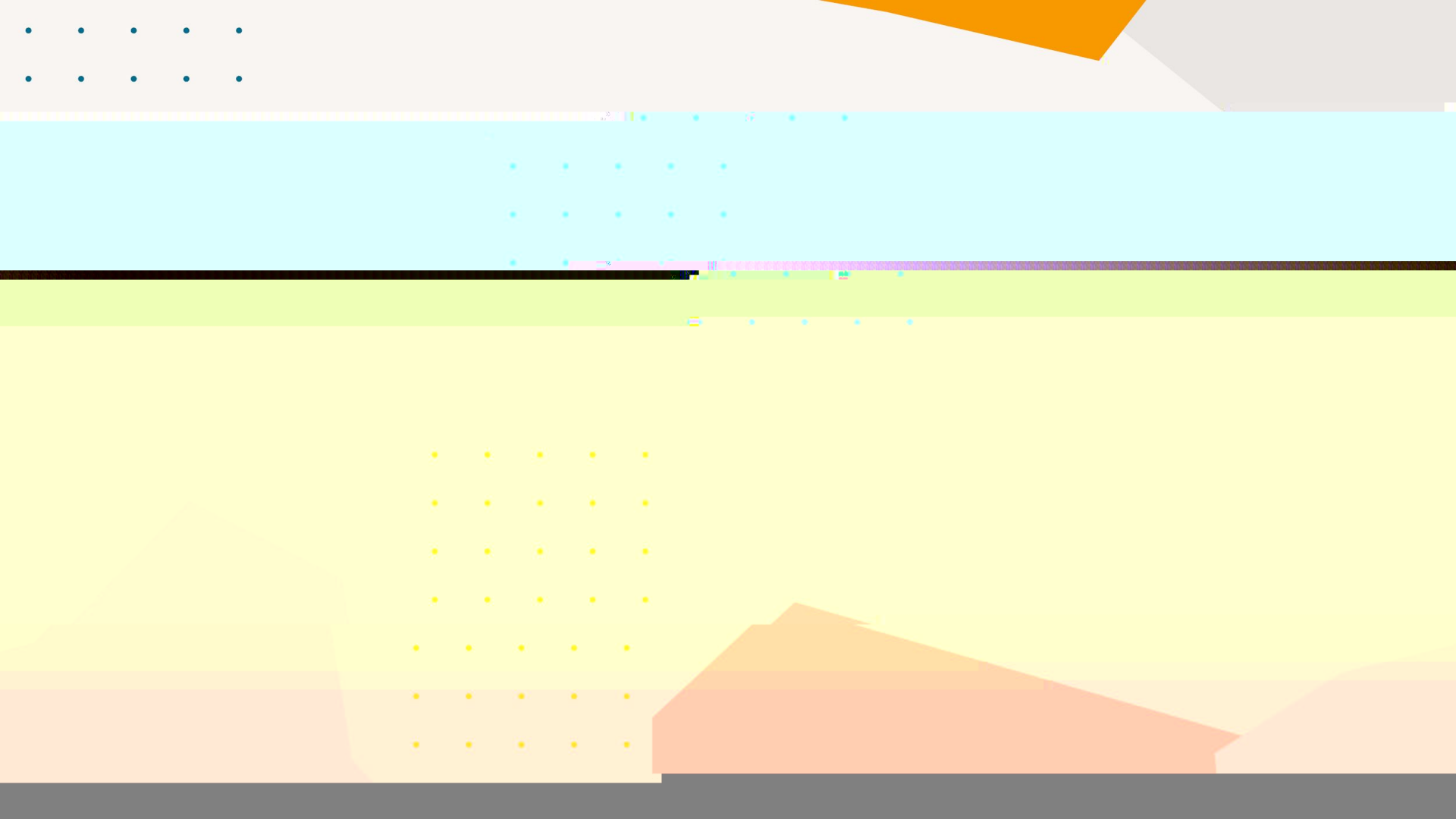
Consent workshop, healthy  
relationships education, red flags  
workshop, AOD education

## Restrictions

Contact restrictions, not attending  
campus events, not participating in  
certain student orgs

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Josh will talk about the legal challenges and risks to consider when adopting an RJ approach. A LOT OF PRE-WORK REQUIRED Not every matter is right for RJ Requires intentionality, which can lead to long timeframes RJ gives respondents an "easy out" How can respondents acknowledge harm?





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## Threshold Determinations

Impact of May 2020 Final(ish) Rule

Anticipated Changes Under New DOE

Generally Applicable Risks and Benefits

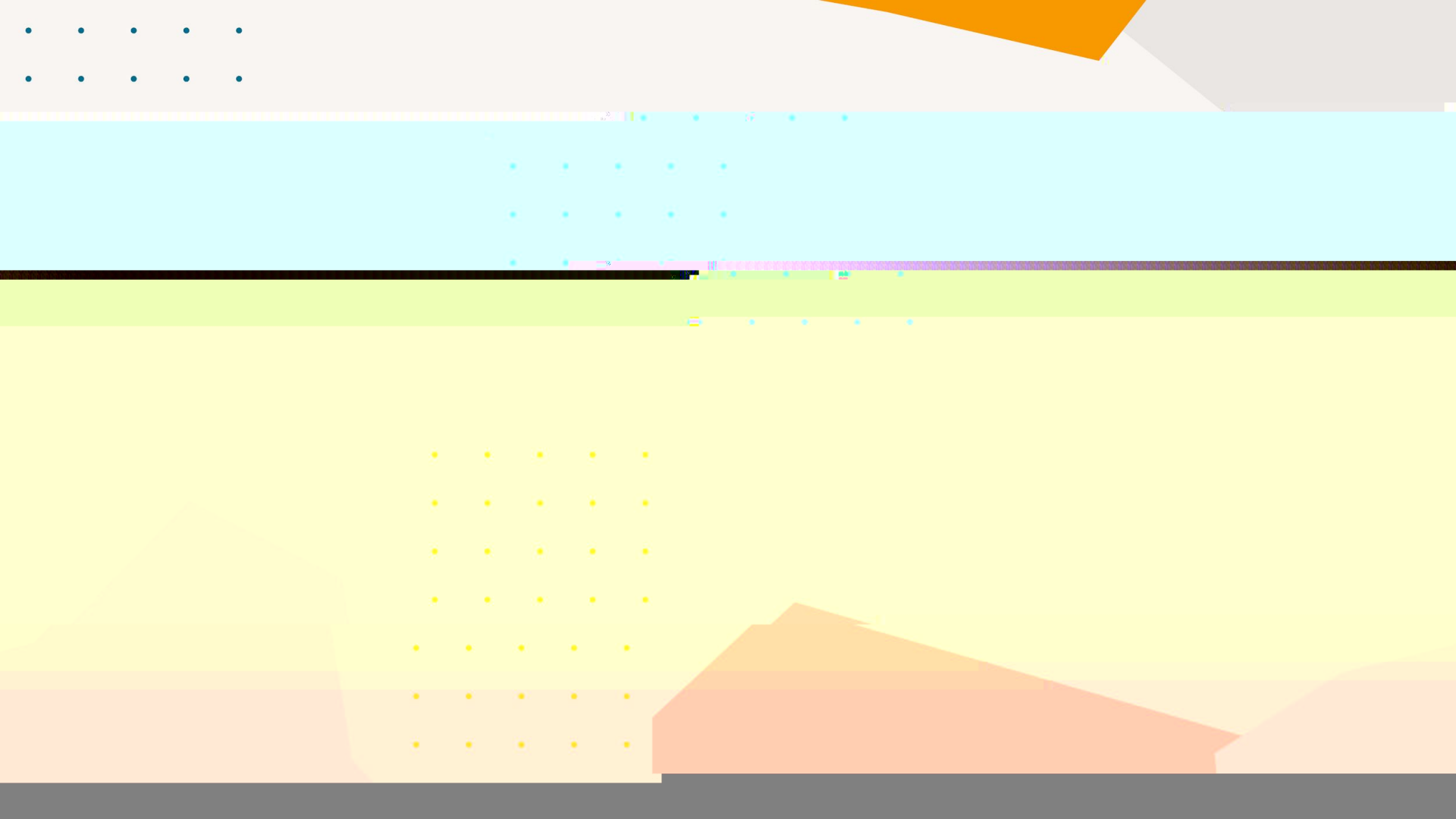
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Restorative justice efforts necessarily tethered to and shaped by institutional policies and procedures

Relevant policies and procedures relevant shaped by **frequently shifting** Title IX regulation

**Threshold Determination: Subject to Title IX Sexual Harassment Grievance Procedures?**









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Major changes definitely coming--likely in the form of re-expanded Title IX scope, removal of certain procedural requirements, etc.

Major timing and procedural questions

Uncertainty around amount and type of structure/guidance with regard to alternative resolution



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Documentation issues and implications (including potentially criminal)

Buyer's remorse

Consistency

Potential litigation-related impact

Resource savings and implications

Opportunity to innovate, lead, and transform (The barrier is the gate!)

