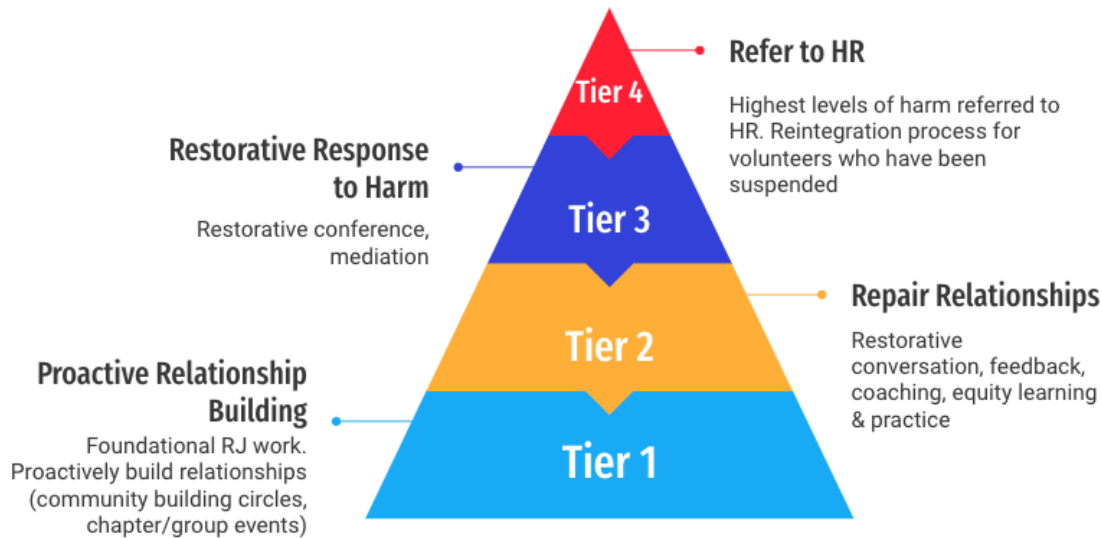


**Sierra Club Grand Canyon Chapter
Restorative Justice and Accountability Process**

4-Tiers of Restorative Justice at the Chapter Level



What is RJ and why are we doing this?

Restorative Justice is a set of principles and practices that proactively build relationships, repair harm, support accountability, and create inclusive communities. A restorative approach works with those directly involved or impacted by conflict or harm to collectively determine solutions for repair, accountability, and healing.

The Chapter has developed this Restorative Justice and Accountability process out of the Equity Trail Map because we believe that, through this process, we can all learn and grow. We are committed to creating an inclusive and just chapter culture. A culture where everyone, especially our BIPOC volunteers and staff, feels able to meaningfully engage in our ecosystem of relationships and be treated with respect. We have historically not had effective systems to hold people accountable for their harmful behavior, with opportunities for deepened learning, growth, and repair. This process also allows people who cause harm to learn from and acknowledge the harm caused, and ultimately create stronger relationships of support and collaboration. The chapter is committed to moving us away from a punitive process and towards a process of investing in and restoring community.

Tiers

Tier 1: Proactive/Preventative Practices + Relationship Building

- Focuses on proactive relationship building and preventative practices. The goal is to invest time in relationship-building because when we are in relationship with one another, we are less likely to get into conflict or cause harm. Or, when conflict or harm do occur, we are more likely to want to engage in repair when we have existing relationships with one another.
- Examples of relationship building may include community building circles, chapter/group events and gatherings which allow for socialization during the events.

Tier 2: Repairing Relationships

- Addresses low levels of conflict or harm (e.g. unintentionally hurtful comments or behaviors).
- Actions may include restorative conversations, feedback, and opportunities for coaching and ongoing equity learning and practice.

Tier 3: Restorative Response to Harm

- Addresses mid-levels of harm (e.g. conflicts between volunteers or staff).
- Actions and approaches may include: Requests for support, Restorative Group Conferences, Support and Accountability Circles, mediation.

Tier 4: Refer to HR

- High-levels of harm (e.g. bullying, harassment, assault) must be reported to the Sierra Club People Department/HR.
- In addition to reporting to the People Department, at the group level we may engage in restorative conversations, circles of support for the person harmed, and accountability conversations with the person/people who caused harm.

Process

1. All chapter leaders share responsibility for Tier 1/proactive relationship-building efforts within the chapter. Try to make this a regular part of planning events and gatherings. The Restorative Justice and Accountability Team (RJAT) will support these proactive efforts as a core piece of their work together.

2. Tier 2 and 3 issues should be referred to the RJA Team. Anyone in the chapter (volunteers or staff) can reach out to the RJA Team for support via an online form.
3. RJAT members determine whether to begin a process, and/or which process would be most appropriate. The Team will collectively determine next steps with the people involved, including either facilitation by the RJAT team or identifying a facilitator who can best support any determined process. Possible process options: feedback conversation, coaching, equity learning and practice, mediation, and facilitated conversations when all parties involved agree to participate. The RJAT will follow up and check in regularly.
4. Tier 4 issues must be referred to the Sierra Club People Department/HR and the RJAT may decide to further support any determinations by the national Resolutions Team by providing restorative practices to attend to harm and move toward repair and healing within the chapter.