

Principles of Restorative Practices

In Vermont, services embracing a restorative vision for addressing harm continue to evolve and expand. This dynamic landscape creates an important opportunity to establish a core set of shared principles by which the providers deliver services. Through actively applying these principles, we seek to ensure a consistent intent and observable standard for engaging those served and affected by our efforts. In the words of Howard Zehr, *“Restorative Justice is a compass, not a map.”*

As such, the following principles are meant to orient and guide us toward effectively supporting relationships rooted in justice and respect. The Community Justice, Balanced and Restorative Justice, Court Diversion, and Pre-Trial services strive to operate based on these principles.

Harmful actions are violations of people and relationships.

- While harmful actions may or may not be violations of law, the primary concern is the physical, emotional, and social impact such acts have on people—those directly harmed, impacted or victimized, family members, community members, those who have committed the acts— and the relationships among them.

Violations create obligations.

- Each situation is complex and creates obligations to repair harm to the extent possible, as defined by all those affected.
- Those who have caused harm and victimization have a responsibility to gain insight concerning their actions, to make amends, and to learn ways to avoid causing future harm or victimization.
- Community and government, in partnership, have responsibilities to provide support and accountability to all its members when a violation has occurred.
- Community and government have responsibilities to address conditions that may contribute to crime and delinquency as well as encourage mutual respect and healthy communities.

Restorative justice seeks to engage and support those who have been harmed or victimized.

- People who have been victimized or harmed are in the best position to know what their needs are and what is important to them. They should be provided opportunities to participate, shape the process, make decisions and seek resolution.
- People who have been victimized or harmed may determine their level of participation through a meaningful invitation, an opportunity to share how the incident affected them, being deeply listened to and by identifying how their needs may best be met.
- Give choice and opportunity to speak and be heard, especially for victims
- Place those who are harmed/affected at the center of the resolution process
- Reduce the risk of victimization of community members
- Improve responsible party accountability
- Seek to understand the harm done
- Work to repair the damage
- Recognize that community partners participation is voluntary
- Re-build relationships, to the degree possible, with all people involved
- Recognize the solution as a shared responsibility between the State and the community
- Use collaborative methodologies to resolve conflict and crime
- Expand community partners collaboration and involvement in the Grantee’s activities

Restorative Agreements

- Fairness – Agreed upon activities should consider the responsible party's basic responsibility to work and provide for family, and not unduly interfere with these responsibilities.
- Equity – Agreed upon activities should reflect the severity and impact of the offense committed and applied consistently to all responsible parties, and responsive to the needs of the BIPOC community.
- Relevance – Agreed upon activities should be based on the nature of the act itself and relevant, to be closely associated to and right the specific harm caused. (e.g., offense: illegal dumping, activity: 16 hours cleaning up illegal dump site).
- Trauma Informed and Healing Centered
- Gender Responsive

Department of Corrections Principles

- That people can change.
- That community participation and support are essential for the successful delivery of correctional services.
- In the inherent worth and dignity of all individuals.
- In treating people with respect and dignity.
- In teamwork and the process of continuous improvement.
- In professional self-improvement.
- In the placement of offenders in the least restrictive environment consistent with public safety and offense severity.
- In fairness throughout decision making.
- In respect for the liberty interests, rights and entitlements of the individual.
- In individual empowerment.
- In non-violent conflict resolution.
- In maintaining a safe and secure environment.
- In the value of individual, cultural and racial diversity.
- That victims have the right to have an active role in determining how their needs can best be met.
- That offenders are responsible, to the extent possible, to repair harm done to victims and the community.