

## Hallmarks of Restorative Justice – ‘NYC Style’

- 1) *Restorative Justice is based on building relationships.*
- 2) *You (the RJ Practitioner) are there for the students and/or staff you are working with—to help them grow, emotionally and professionally.*
- 3) *Always remember to distinguish the person from their actions.*
- 4) *Help those involved in causing harm to acknowledge what they’ve said or done and take responsibility for it.*
- 5) *Help those same people develop a plan to fix what they have broken/repair the harm that they’ve caused.*
- 6) *In Circle, you speak from your Heart.*
- 7) *In Circle, you listen with your Heart.*
- 8) *The cultural shift from a punitive paradigm to a restorative one takes years of hard work to complete.*
- 9) *Transitioning school culture is a process; there will still be suspensions and detentions during the transition. The number of suspensions will diminish as both students and staff learn new ways to handle their emotions and resolve conflicts cooperatively and peacefully.*

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