



# Brandeis University

## March 29, 2016

### Planned Agenda:

- Continuation of the discussion of proposed policy changes to *Rights and Responsibilities*
- Introduction of the concept of Restorative Justice
- Review of initial drafts to four policy statements for faculty and staff

Discussions regarding *Rights and Responsibilities* focused on reviewing the wording in the sections on Sanctions, and on proposed revisions to strengthen and clarify language applicable to Study Aboard and graduate student affairs. The committee agreed to work on drafts of proposed language electronically for review at a future meeting.

According to the Project on Restorative Justice at Skidmore College, “Restorative Justice is a philosophical approach that embraces the reparation of harm, healing of trauma, reconciliation of interpersonal conflict, reduction of social inequality, and reintegration of people who have been marginalized and outcast.” It was reported that a team of Brandeis administrators would be attending a training conference at Skidmore College on Restorative Justice in early April and would report back to the committee on how the concept may or may not be helpful at Brandeis.

Four draft policy statements applicable to Brandeis employees were presented: (1) Employee Sexual Assault, Domestic Violence, Dating Violence and Stalking Policy (2) Sexual Harassment Policy (3) Non-Discrimination and Harassment Policy and (4) Problem Resolution and Appeal Procedure. The committee agreed to follow up with feedback on the draft documents electronically prior to the next meeting.