

## General Questions

### How are decisions made?

All people present in the mediation will provide input into the outcomes and make decisions together.

Restorative Practices are not a process in which mediators make decisions or tell participants what they are to do.

### What will be included in the agreement?

The agreement will aim to address the concerns and needs of the participants and will be unique to the people and circumstances involved.

### Is it safe for participants to meet each other face-to-face?

Ensuring the safety of all participants is our primary consideration. Our agency screens participants individually to assess safety concerns before bringing them together. Our mediators use strategies and techniques to ensure participants feel safe. If, after exploring various options, participants or mediators do not feel a face-to-face meeting can be done safely, then the process will not proceed.

### Is there a fee to participate?

There is no fee to participate in any of these programs. Funding is provided by:



*“Serving the Oxford community for 35 years”*

**Our Vision is to enable youth and adults to demonstrate responsibility for their actions through community work, education, skill development, victim awareness and lifestyle choices.**

### For More Information, Please Contact:

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# Restorative Practices

- ◆ Adult Mediation
- ◆ Victim Offender Reconciliation Program (VORP)
- ◆ Youth Justice Committee (YJC)



***An Invitation to Amicably Resolve Conflict Together***



## What is Restorative Practice?

Restorative Practice brings together people experiencing conflict, who are willing to meet with one another to discuss the situation and its impacts with the assistance of trained mediators in a safe, supported manner.

The Restorative Practice process focuses on three main areas:

- ◆ The participants' stories and experiences;
- ◆ The impacts of the conflict; and
- ◆ Mutually finding an agreement that addresses harm and will help people move forward

During this process, trained facilitators will ensure that everyone has a chance to speak and to listen. Participants discuss how a situation impacted them and have opportunity to ask questions. All are encouraged to take responsibility for their actions, listen to others' perspectives and to repair harm.



## How do Restorative Practices work?

After receiving the referral, a caseworker will contact you to set up a meeting with the mediators to discuss the program, answer questions; and better understand your story, experiences, concerns and desired outcomes. The mediators also meet individually with the other party.

Following these individual meetings, and after ensuring everyone is prepared to proceed, the mediators will bring everyone together for the mediation, during which a mutually acceptable agreement will be made to help address any harm that has been caused and help everyone move forward.

If applicable, the caseworker will monitor and assist participants in completing the agreement.

Participation in this program is voluntary.

## General Questions

### What are the different programs?

YJC is available to youth (12-17 at time of the incident) who have committed a chargeable offence.

VORP is available to adults (18+) who have been charged with an offence, at the discretion of the Crown Attorney.

Adult Mediation is available to adults (18+) experiencing conflict, whether there is a criminal charge pending or not.

### Where do mediations take place?

We strive to hold mediations in a neutral, accessible location. If desired and possible, mediations take place in the participants' home community.

### Who will be present at the mediation?

The mediation will consist of two trained mediators and persons directly in conflict. Sometimes support persons and others impacted by the conflict participate as well. In some cases, a surrogate victim is used to either speak on behalf of the person harmed or share a similar experience.

### Who are your mediators?

Our mediators are community volunteers who have completed training in Transformative Mediation and receive ongoing training and supervision. The volunteers typically do mediations in pairs.