

Comparing the Traditional Disciplinary Process to the Alternative Resolution Process

	Traditional Process	ARP
Philosophy/Approach	Educational and Punitive: The University is investigating if policy(s) were violation, evaluating its relationship with the accused student, and imposing Accountability Actions, when appropriate	Restorative: the involved parties agree that harm has been caused, are evaluating their continued relationship with one another, and deciding what actions must happen to repair the harm
Requirements	None/all students are afforded Due Process as described in the Code of Student Conduct	Parties must agree to participate, Harming Party must admit they caused harm and agree to abide by any requirements that come out of the ARP
Parties Involved	<ul style="list-style-type: none"> • Accused student • Accused student Support Person • Witnesses (participate in interview) 	<ul style="list-style-type: none"> • Harmed Party • Harming Party • Other impacted Party(s) • Support Person(s) as needed • Facilitators
Process	<ol style="list-style-type: none"> 1. Informal meeting 2. Student can agree or disagree their actions violated policy(s) 3. Informal investigation or Hearing take place 4. Decision is made 5. Accountability Actions are assigned as appropriate. 	<ol style="list-style-type: none"> 1. Harming and Harmed Parties agree to participate 2. All parties meet for Pre-Work meetings to prepare 3. Restorative Circle is facilitated 4. Parties involved agree upon what actions need to happen to repair the harm
Accountability Actions	Most likely include both an educational and punitive component determined by the University to hold the student accountable for their actions and help them consider their impact on others.	Can include any actions agreed upon by parties during the Restorative Circle. It is important to note that the University does not mandate certain outcomes. Instead, parties determine any actions that the Harming Party must complete.
Communication About Outcomes	Student records are kept private. Only the Student is given their outcome.	Any party who participates in an ARP will know the outcome and the actions the Harming Party is asked to take.