

EARTHSCHOOL RUPTURE AND REPAIR AGREEMENT

EarthSchool is a mutually considerate community. All Members of EarthSchool recognize the need for an agreement relating to conflict resolution and restorative/transformative justice in order to address inevitable ruptures in our relationships, and the steps to repair those ruptures. Every Member agrees to a personal responsibility for growth in anti-racist, anti-discriminatory, trauma-informed ways of being, with the awareness that this is a process and we will all make mistakes. The expectation is that when called out and called in for these missteps, we shall approach the experience as a learning moment and utilize [The Circle of Trust Touchstones](#) to create a restorative process for healing.

STEPS FOR CONFLICT RESOLUTION

1. Acknowledge that a conflict exists. All conflicts may be worked out solely between the parties, or the parties are welcome to contact the Peer Support Committee to act as a mediator.
2. Each party shall describe their perception of what happened, using the Circle of Trust Touchstones and being mindful of trauma-informed ways of being.
3. Utilizing active listening, the participating parties will obtain clarification about:
 - (a) the issue at hand, and
 - (b) each other's perspectives.
4. Reduce defensiveness by transcending ego so we can remain in an actively listening space. This step is a moment to check in to see where people are in the process so far, and if we need to slow, stop, or take a break. (This is also a step that can also be taken at each step along the way as a check in.)
5. Explore options/solutions, including reintegrating into community together. These steps will be written down and signed as an agreement.
6. A 30 day follow up checking in, seeing if action steps are being taken or if there needs to be a re-evaluation.

STEPS FOR RESTORATIVE/TRANSFORMATIVE JUSTICE

1. Acknowledge that the harm occurred. In order to create an ethical, equitable, and accountable environment for healing and restoration, the affected party does not need to engage the person that caused them harm, and can come directly to the Peer Support Committee for a restorative/transformative justice model. If you choose a communal restorative/transformative justice process, peer support will mediate. If you choose to not engage with the person who caused harm, we are here to do our best effort to remediate the situation on your behalf.

2. At each step, the person who was harmed is in a position of power, and can choose whether to speak, and who speaks first. If they choose to speak, they can decide to speak to what happened to them, why it is harmful, and what they need to move forward. When the person that inflicted the harm speaks, they speak to their regrets for their part in inflicting the harm, what they wish they had done instead, and their ideas for repair.

- A. Each party shall describe what happened.
- B. The parties shall discuss what needs to happen for healing and reparation.
- C. The parties shall decide how to move forward in the community together.
- D. There will be a 30 day follow up to see if restoration/transformation is happening

There is potential that the parties cannot move forward together, and if that is the case, what does that look like in a restorative way. EarthSchool recognizes that there can be a harmful occurrence when a restorative justice model is not appropriate. The harmed party can come directly to us and we will do our best to offer a resolution that is ethical, equitable, and accountable.

By signing below, you are stating that you have read, understood, and agree to the Rupture and Repair Agreement for yourself, your child(ren), your household members, as well as any other legal guardian(s) of your child(ren).

Member Name: _____ Date: _____

Signature: _____