

# RJV Ethical Framework

An ethical framework is similar to a code of conduct. It states the principles which guide our work and helps our clients and volunteers understand how they can expect to be treated at Restorative Justice Victoria.

## Compassion

We pledge to support one another and to seek the support of our colleagues when faced with our limitations. We recognize the importance of a caring and supportive community and acknowledge people's different capacities to engage in restorative processes and seek wherever possible to support them to build their own capacities.

## Integrity

We pledge to work in such a way as to create meaningful opportunities for those who have suffered to be involved, have a voice and seek healing, those who have caused harm to fulfil their obligations and the communities to find ways of mending and reweaving what has been torn in the fabric of the community through crime and conflict. We acknowledge that the impact of our actions can have unintended effects on participants. We will work respecting the limits of our competencies. We commit to attempt to anticipate situations that make take us beyond our current training and expertise.

## Empowerment

We invite full, informed and voluntary participation by all. This empowers all participants to be involved in the process and allows for all voices and concerns to be heard. We value diversity and encourage communities, and all involved in restorative approaches to speak of their needs, and endeavor to create the safety needed for them to do so.

## Respect

We will show respect to individuals no matter their role in Restorative Justice process, through our actions and language. Fairness will be demonstrated through the support and opportunities provided to all parties in the process.

## Professionalism

We will promote confidence in our services by acting in a professional manner and demonstrating a high level of competency at all times. We demonstrate our commitment to professionalism by taking our assigned responsibilities seriously, being well-prepared, using respectful communications and conducting our work with due care and attention.

## **Safety**

We will strive to provide a safe environment for all participants in Restorative Justice process through pre-case assessments and well facilitated conferences. A journey to healing, wellness and empowerment are facilitated by Restorative Justice process for everyone involved. The offender begins their journey by accepting responsibility and accountability for the harm they have done and working towards making things right. The victim begins their journey through their participation in developing a process that meets their needs and maximizing their participation in determining outcomes.

## **Acceptance**

We will strive to create a culture and climate that is accepting of all voices and interests thereby reflecting our belief in human worth and dignity. We will listen to seek understanding without judgement. We will model respectful behaviour and maintain confidentiality in all our actions and interactions.

## **Accountability**

We will demonstrate responsibility throughout the RJ process by employing clear and evidenced-based practices and procedures which meet the standards of RJ and are transparent to all participants. We will be accountable by collecting data, inviting feedback, evaluating services and providing reports.

## **Community Building**

We believe that crime and other harmful acts damage relationships in the community. We will build community by engaging the community in our processes, connecting community resources and agencies to support both victims and offenders and supporting offenders' efforts to repair the relationships they have damaged.

## **Flexibility**

We demonstrate flexibility through the development of processes and agreements that are tailored to the victim's and offender's needs.