



UniQ Victoria

The Queer Students' Association of Te Herenga Waka—Victoria University of Wellington

Restorative Practices Policy

1. UniQ aims to provide a space which is safe for all LGBTQIA+ students, and will strive wherever possible and appropriate to model restorative practices in their approach to resolving conflict and addressing harm in order to create an environment in which issues may be meaningfully addressed.
2. UniQ will use regular ice breakers in order to build community amongst regular attendees of safe spaces. Questions ordinarily used in restorative circles may be inappropriate to UniQ due to the increased likelihood of trauma amongst groups which experience discrimination.
3. Where minor conflict arises or harm is caused, UniQ will attempt to resolve this 'in-house,' by briefly explaining the reason the action is inappropriate. This approach may be used in instances such as people using inappropriate language (i.e, slurs), or acting in a manner which may [cause distress] (i.e, playing 'devil's advocate'). If these actions persist, facilitators may ask the person to leave the space to have a further discussion about the harm that may be caused by their actions.
4. Where serious conflict arises or harm is caused, UniQ will look to arrange a restorative meeting, facilitated by the VUWSA Student Advocate. This approach may be taken if an attendee of UniQ is made to feel unsafe by another person, or when repeated breaches of safe space guidelines occur and previous attempts to address this behaviour have not succeeded.