Restorative Justice
INSTITUTE

Community of Practice Code of Ethics

The RJI Community of Practice (CoP) is a professional network grounded in restorative justice principles and RJI's embodied practice model. Members commit to upholding human dignity, protecting the integrity of restorative processes, and strengthening trust within the RJI ecosystem and the communities we serve.

This Code of Ethics establishes enforceable standards for professional conduct, accountability, and stewardship.

I. Commitment to Human Dignity

CoP members commit to:

- Treating all participants with respect, regardless of identity, status, or role.
- Centering the dignity of those impacted by harm while honoring the humanity of all involved.
- Avoiding coercion, humiliation, discrimination, or oppressive conduct.
- Promoting environments that reduce shame and increase accountability with care.

Restorative work requires courage, humility, and principled restraint.

II. Scope of Practice & Professional Representation

Members agree to:

- Represent themselves accurately as restorative justice practitioners.
- Not present themselves as legal advisors, therapists, mental health providers, or investigators unless separately licensed and formally engaged in that professional role.
- Refrain from providing legal advice, therapeutic counseling, psychological diagnosis, or investigative determinations within restorative processes.
- Refer participants to qualified professionals when issues exceed the scope of restorative practice.
- Accurately represent credentials, training, and experience and notify RJI if their status changes
- Avoid misrepresentation of affiliation or authority within RJI.

Maintaining clear scope boundaries protects participants and preserves professional integrity.

III. Multi-Partiality & Fair Process

Members commit to:

- Practicing multi-partiality — holding dignity and curiosity for all participants.
- Avoiding favoritism, bias, or alignment.
- Refraining from triangulation or carrying narratives between parties.
- Disclosing conflicts of interest that may impair impartial facilitation.
- Declining or withdrawing from cases where fair process cannot be maintained.

Multi-partiality does not require neutrality about harm. It requires fairness, balance, and integrity in facilitation.

IV. Informed Consent & Voluntary Participation

Members agree to:

- Take every measure to ensure participation is voluntary.
- Clearly explain the structure, expectations, and limitations of the process.
- Review confidentiality boundaries, including legal limits.
- Obtain written consent when appropriate.
- Avoid promising specific outcomes or guarantees.

Participants deserve clarity before entering restorative dialogue.

V. Confidentiality, Data Protection & Recordkeeping

Members commit to:

- Maintain case notes for each interaction and meeting with RJI clients with RJI standard forms
- Protecting confidential information shared during restorative processes.
- Clearly communicating limits to confidentiality, including mandated reporting obligations.
- Maintaining secure recordkeeping practices consistent with RJI policy.
- Using secure digital platforms and appropriate data safeguards.
- Retaining documentation only as necessary and disposing of it responsibly.
- Avoiding use of case material for teaching, marketing, or publication without explicit consent and appropriate anonymization.

Trust requires disciplined information stewardship.

VI. Safety, Risk & Mandatory Reporting

Members agree to:

- Prioritize participant safety at all times.
- Interrupt or pause a process if there is credible risk of physical or psychological harm.
- Comply with applicable mandatory reporting laws.
- Take appropriate action if there is credible threat of imminent harm, including referral to appropriate authorities or services when required.
- Decline or delay restorative processes when conditions are not appropriate for safe engagement.

Restorative justice does not replace legal or safety systems when imminent harm is present.

VII. Professional Boundaries & Appropriate Relationships

Members commit to maintaining clear and ethical professional boundaries, including:

- Avoiding conflicts of interest that could impair objectivity or create power imbalances. Romantic or sexual relationships with participants are prohibited.
- Not exploiting participant vulnerability for personal, financial, reputational, or relational gain.
- Maintaining professional communication and conduct before, during, and after engagement.
- Recognizing that restorative work can generate emotional depth, and taking responsibility for holding that space with integrity and care.
- Ensuring restorative spaces are not used for proselytization or for coercive or undue influence. While participants may express personal beliefs and engage in respectful dialogue, members must prevent pressure, manipulation, or attempts to impose personal, political, or religious views on others.

VIII. Financial Integrity & Transparency

RJI staff are solely responsible for negotiating, maintaining, and collecting all fees associated with cases and client work. Financial integrity safeguards trust. Members agree to:

- Not deviate from RJI fee agreements.
- Avoid undisclosed financial relationships related to cases.
- Not accept side payments from participants. All payments are to be made to RJI and not directly to practitioners, and any gifts or tips offered by participants are to be rejected.
- Avoid conflicts between financial interest and ethical responsibility.
- Represent services and pricing accurately.

IX. Cultural Humility, Equity & Non-Discrimination

Members commit to:

- Recognizing how race, gender, class, disability, religion, age, and other identities shape participation and power dynamics.
- Avoiding imposition of dominant cultural norms in restorative spaces.
- Remaining open to feedback regarding bias or blind spots.
- Complying with all applicable civil rights laws.
- Promoting equitable access and accessibility.
- Adhering to all RJI policies in the above areas.

Restorative practice requires continuous reflection on power and equity.

X. Competence, Embodiment & Supervision

Members agree to:

- Work within the limits of their training and experience.
- Seek supervision, consultation, or co-facilitation when appropriate.
- Engage in ongoing professional development.
- Attend to personal regulation, embodiment, and readiness.
- Decline cases when personal circumstances impair professional capacity.

Facilitators carry responsibility for the tone and containment of the process.

XI. Marketing & Public Communication Ethics

Members commit to:

- Not using any content, including testimonials, stories, or case studies from their work with RJI.
- Avoiding overstating outcomes or making unsupported claims.

Integrity in representation protects both participants and the Institute.

XII. Intellectual Property & Use of RJI Frameworks

Members agree to:

- Respect RJI intellectual property, including proprietary frameworks, case studies, curricula, and materials.
- Not reproduce, modify, or distribute RJI materials without authorization.

- Provide appropriate attribution when referencing RJI methodologies.
- Representing RJI frameworks and methodologies accurately.
- Not develop derivative commercial offerings using RJI materials without written agreement.

Stewardship of intellectual property protects the sustainability of the ecosystem.

XIII. Accountability & Grievance Process

Members acknowledge that:

- Ethical concerns may be submitted to RJI leadership for review.
- Reports of concern will be reviewed through a restorative process.
- Retaliation against individuals raising concerns is prohibited.
- Corrective actions may include reflective dialogue, supervision, additional training, suspension, or removal from the Community of Practice.
- Members will be provided opportunity to respond to allegations prior to formal action, except in cases where there is imminent risk to self or others or involving an alleged crime.
- RJI is committed to nonviolence.

RJI is committed to modeling restorative accountability within its own network.

XIV. Commitment to the RJI Ecosystem

As members of the RJI Community of Practice, we understand:

- Our conduct reflects on the broader RJI network.
- We are stewards of a shared mission and shared reputation.
- We are responsible for strengthening public trust in restorative practice.

By participating in the RJI Community of Practice, members affirm their commitment to uphold this Code of Ethics in spirit and in practice.

Signature: _____

Name: _____

Date: _____