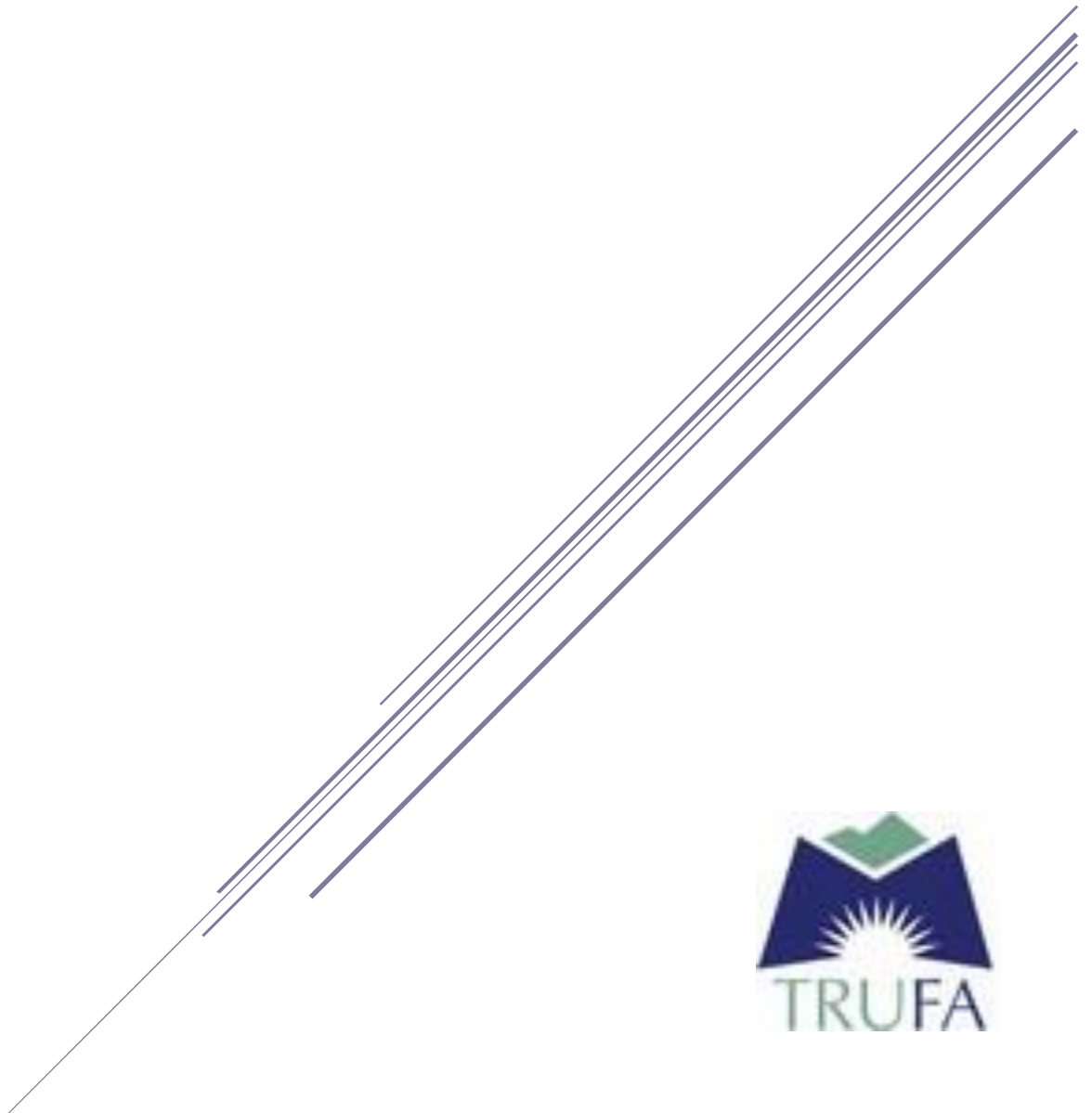


# CONFLICT TRANSFORMATION & RESTORATIVE JUSTICE PROGRAM

May 2021



Thompson Rivers University Faculty Association

*Thompson Rivers University Faculty Association (TRUFA) acknowledges the location of its members' workplaces in the traditional and unceded territories of Indigenous peoples of the Secwépemc Nation. The Tk'emlúps territory hosts the TRU Kamloops campus; the T'exelcemc hosts the TRU Williams Lake Campus; Tsq'escenemc hosts the 100 Mile House regional centre; the Ashcroft First Nation of the Nlaka'pmx Nation hosts the Ashcroft regional centre; the Simpcw territory hosts the Barriere and Clearwater regional; and the St'át'imc Nation which includes Nxwisten, Ts'kw'aylacw, Sekw'el'was, Líl'wat, Tsal'álh, T'it'q'et, Xáxl'ip, N'quatqua, Xa'xtsa, Skatin and Samahquam hosts the Lillooet regional centre. TRUFA honours the land, water and sky that has been the sustenance of the original Peoples existence and sustained them since time immemorial. We honour the Elders to the children - past, present, and future and those yet to be born - who hold the memories, traditions, language culture, and aspiration of their Peoples. This acknowledgement is not merely a symbolic bystander gesture, but rather an authentic upstander response for Indigenous Governance and Human Rights.*

# TABLE OF CONTENTS

<b>1</b>	<b>PROGRAM OVERVIEW</b>	<b>3</b>
1.1	PROGRAM CONTEXT	3
1.2	PURPOSE	4
1.3	GUIDING VALUES & PRINCIPLES	4
<b>2</b>	<b>PRACTICE OVERVIEW</b>	<b>5</b>
2.1	DEFINITIONS	5
2.2	FRAMEWORKS FOR INTERVENTION	6
<b>3</b>	<b>POLICY AND PROCEDURE</b>	<b>7</b>
3.1	ROLES AND RESPONSIBILITIES	7
3.2	CONFIDENTIALITY AND REPORTING	8
<b>4</b>	<b>PROCESS OVERVIEW</b>	<b>9</b>
4.1	FLOWCHART	9
4.2	REFERRAL PARAMETERS	9
4.3	REFERRAL PROCESS	10
4.4	INTAKE MEETINGS	11
4.5	POST-INTERVENTION FOLLOW-UP	16
4.6	INCOMPLETE PROTOCOLS	16
4.7	PROGRAM EVALUATION	17
<b>5</b>	<b>APPENDIXES</b>	<b>18</b>
5.1	INTAKE EMAIL DRAFT	18
5.2	INTAKE MEETING GUIDE	19
5.3	INTAKE ASSESSMENT	20
5.4	AGREEMENT TO PARTICIPATE	22
5.5	AGREEMENT FORM	23
5.6	CASE OUTCOME REPORT	24
5.7	POST-PROCESS ASSESSMENT	25
5.8	COACHING	28
5.9	TRUFA DEVELOPMENT TEAM TERMS OF REFERENCE	30