

## Part B. ALIGNING PROCESS: WITH AIMS , HARM, POTENTIAL REMEDIES

- ❖ The severity of harm factors into whether (and what severity of) punishment or lesser consequences would be needed as a remedy—and therefore the choice of an informal or formal resolution process.
- ❖ If a process to advance Community Building Objectives would remedy the harm, additional remedies generally wouldn't be needed. An informal process likely would be effective. (Assessment Resource Parts B, C , D, E)
- ❖ Generally, a “fundamentally fair” process with a formal finding of responsibility is needed for remedies beyond a voluntary community building process. Ideally, the accused and target *also* agree to engage in community building. (Temporary preventative safety and non-disruption actions do not require a finding of responsibility; but include an informal chance to be heard.) Assessment Resource Parts B, C, D, F
- ❖ Remedies beyond community building may result from an informal process when the accused owns responsibility and agrees to such remedies without a formal process.

**Resources:** [Pyramid Tool](#) + Arrow Banner Key in Assessment Resource, p. 8; Model Notices Regarding Temporary Measures When Allegations Implicate Safety, found [here](#).

**Example remedies that may be included in a society policy (clustered to align with severity of harm):**

**When remedying harm requires a formal finding of responsibility and severe punitive action**

- ✓ Termination or denial of employment;
- ✓ Permanent expulsion from or denial or revocation of all affiliations with the society (no membership, roles, privileges, honors);

**When remedying harm requires a formal finding + some remedy + community-building** (in descending order of severity)

- ✓ Suspension\* of employment or other discipline short of termination;
- ✓ Suspension or deferral\* of membership + associated privileges;
- ✓ Revocation, denial, suspension, or deferral of honors or awards (with/without potential future conferral);
- ✓ Removal or suspension\* from a volunteer position (with/without potential for future service);
- ✓ Removal or suspension\* from a leadership position (with/without potential for future service);
- ✓ Public reprimand or statement;
- ✓ Permanent prohibition or suspension\* from attending or making presentations at Society meetings;
- ✓ Administrative leave from any role for the Society;\*
- ✓ Temporary or fixed-term no-contact requirements for the accused + identified target;\*
- ✓ Private reprimand;
- ✓ Notification of the finding of a violation (just fact of allegation + finding) to the violator's home/affiliated institution(s);

**When harm is best remedied by informal community building processes**

- ✓ A community building process to achieve Community Building Objectives, where no formal finding of responsibility or further remedy is needed to address community, individual or legal needs

*\*These can be temporary measures that provide a remedy after a finding—or they can be temporary preventative measures prior to a formal finding, with clarity in policy and communications that they do not reflect a judgement or findings, but are imposed as mission-driven, preventative non-disruption and safety measures.*

## Part F. FORMAL PROCESS: AIMS & CRITERIA

- ❖ The outcome-focused aims of formal resolution approaches are enforcement of conduct standards, formally deciding responsibility for breaching them, and, if warranted, imposing punishment or consequences to remedy serious harm, address the community's and target's needs, and satisfy any legal requirements.
- ❖ The criterion for use of a formal resolution is failure to satisfy the criteria for an informal resolution—which may include preference of the identified target or accused (which the society takes that into account in choosing the process) or need for remedies beyond a community building process.
- ❖ A fundamentally fair process and formal finding of responsibility are generally needed to impose punishment/consequences, unless the accused agrees to engage in an informal process where a punishment/consequence is imposed without the evidence-building and standard of proof required in a formal process.