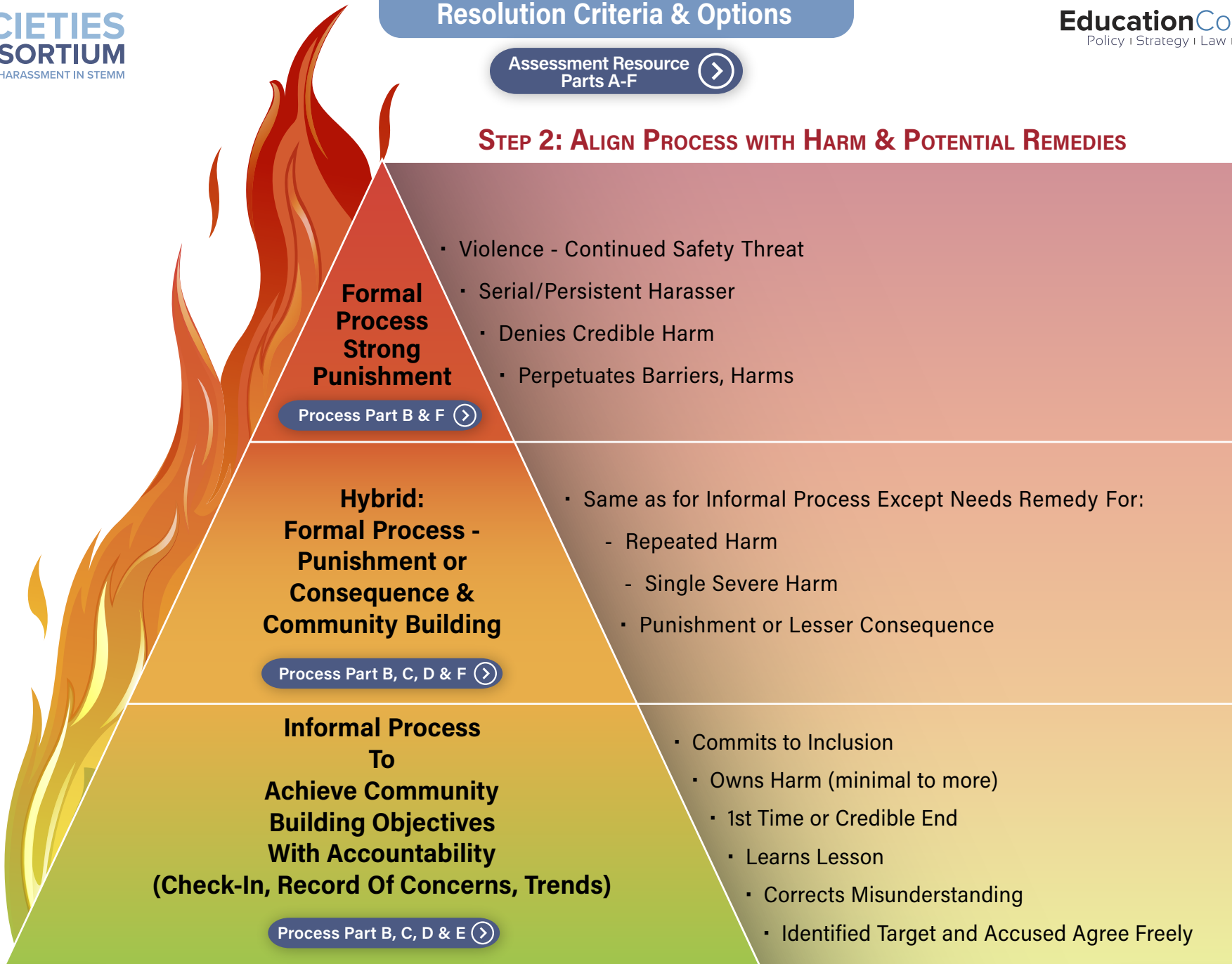


Assessment Resource
Parts A-F

STEP 2: ALIGN PROCESS WITH HARM & POTENTIAL REMEDIES

STEP 1: ASSESS SEVERITY OF HARM TO INCLUSIVE COMMUNITY & EARLY ACTION

STEP 3: CHOOSE COMMUNITY-BUILDING – OTHER REMEDIES



**Formal Process
Strong
Punishment**

Process Part B & F

- Violence - Continued Safety Threat
- Serial/Persistent Harasser
- Denies Credible Harm
- Perpetuates Barriers, Harms

**Hybrid:
Formal Process -
Punishment or
Consequence &
Community Building**

Process Part B, C, D & F

- Same as for Informal Process Except Needs Remedy For:
 - Repeated Harm
 - Single Severe Harm
- Punishment or Lesser Consequence

**Informal Process
To
Achieve Community
Building Objectives
With Accountability
(Check-In, Record Of Concerns, Trends)**

Process Part B, C, D & E

- Commits to Inclusion
- Owns Harm (minimal to more)
 - 1st Time or Credible End
 - Learns Lesson
 - Corrects Misunderstanding
 - Identified Target and Accused Agree Freely

Criteria
Part A & B

Amplifies: Seniority in Career, Leadership Position, Scope or Persistence of Harm
Attenuates: Aged Misconduct Without Repetition; Demonstrated Inclusive Conduct

Remedies
Part A, B, C & D