

**2024 Public Description of Work for  
Action Collaborative on Preventing Sexual Harassment in  
Higher Education  
Yale University**

**Expanding Restorative Practices Resources**

**Relevant Rubric Area(s):**

1. Response: Implementing Restorative or Transformative Justice and Alternative Means of Resolutions

**Description of Work:**

*Purpose and Goals*

- Yale is embarking on a new campus-wide restorative practices initiative. The goal of the initiative is to provide all members of the campus community with strategies and skills to form, strengthen, and repair their relationships with one another.
- Researchers and practitioners tell us that when individuals in a community are connected through an intentionally rich relational framework, there is greater possibility for meaningful repair when harm or conflict occurs. Thus, Yale is enlisting restorative practices both proactively and responsively: through targeted efforts to establish and strengthen connections between people, and by implementing systems to address harm when such connections have been ruptured or broken.
- This work connects directly with the “Implementing Restorative or Transformative Justice and Alternative Means of Resolutions” rubric area which states that “‘target-led resolution options and mechanisms’ can reduce the harm that targets experience when reporting an experience of sexual harassment.” Yale’s work to expand resources for restorative practices provides those who have experienced sexual misconduct with a broader range of customizable options for resolution and, to the extent possible, the repair of harm.

*Implementation*

- In September 2023, Yale hired Aley Menon as the inaugural Director of Restorative Practices. This position was one of a number of recommendations from the university’s Alternative Dispute Resolution and Restorative Practices Advisory Task Force in August of 2022 to centralize support for this work.
- In the spring of 2024, a Restorative Practices Project Coordinator was hired and as of June 2024, there are searches underway for an Associate Director

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of Restorative Practices and an Associate Director of Community Dialogue. These staff members will join Aley to form a new university office: Restorative Practices at Yale.

- Over the past nine months, Yale's restorative practices efforts have focused on five proactive and responsive areas:
  1. Socializing restorative practices concepts in various individual and group settings;
  2. Forging campus partnerships;
  3. Formalizing new alternative pathways for responding to harm, including for matters that may not rise to the level of a policy violation and those that are better suited, given the needs of the parties, to a less formal pathway;
  4. Offering community building circles to divisions and teams; and
  5. Hosting trainings on topics such as mediation, facilitating community building circles, and facilitating the alternative resolution of sexual harm cases.

### *Assessment*

- Restorative Practices at Yale is working with the Office of Institutional Research and other departments who regularly conduct assessments to develop instruments for quantitatively and qualitatively evaluating the success, effectiveness, and impact of the work.

### *Next Steps*

- This new program will continue to be shaped by the evolving needs and priorities of the campus community. Looking ahead, next steps of the work include piloting student orientation initiatives rooted in restorative practices, enriching existing university programs and services using restorative practices tailored to the needs of the community requesting assistance, and developing a website and effective communication strategy for this new initiative.

**Website for further information (if applicable):** <https://secretary.yale.edu/equity-and-accessibility>

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