



RADICALLYFIT

Fit is not a body type

Process for Conflict Transformation/Addressing Harm

1. We have hired a conflict transformation consulting collective to be on retainer to support conflict transformation and restorative justice processes for any future conflicts that may arise. If a conflict arises within the community we ask that it be brought directly to either the business owner or the restorative justice advisor.
2. The issue will be evaluated, center the reporter, and there will be a conversation with the RJ advisor, the business owner and whomever brought the initial complaint about what occurred and what they would like to see happen to rectify it.
3. After that discussion, the business owner and the RJ advisor will bring the issue to the other party involved in the conflict and ask them to do the following based on the reporter's requests: have a restorative conversation/engage in a restorative or conflict transformation process ask them to do what is needed to address the harm, or to take a step back from the space if that is needed. We will ask that a written agreement is formed and if those expectations are not met, we would ask that they don't continue in our space.
4. If the complaint involving the business owner is brought to the RJ advisor, the RJ advisor will discuss needs and options with the person who raised the complaint. The RJ advisor would then report what was consented to be discussed with the business owner directly.
5. If the complaint is brought to the RJ advisor or the business owner and involves a staff member numbers 2 & 3 will remain the same.
6. If the reporter wishes to remain anonymous we will rely on the RJ advisor to help advise on how to create room for accountability while still respecting the wishes of the reporter to remain anonymous.
7. We believe that as a community we can hold space for survivors and center their experiences and requests, without engaging in cancel culture and also while supporting the healing and growth that everyone deserves, even if that's asking someone to step away from the community while they do that work.