

10 PRACTICAL STEPS

Implementing Restorative Justice in Hate Crime Cases

Change perspective

01

Treat victims and offenders as equally important in the process



Restorative justice facilitates dialogue among victims and offenders to repair the harm caused

02 Manage power relations

Guide the process patiently and be aware of power imbalances

Do no [further] harm

03

Participation must be based on the victim's free and informed consent

04 Set up referral mechanisms

A restorative justice process can be initiated at any time

Prepare parties for dialogue meetings

05

Explain the process clearly to ensure realistic expectations

06 Assess risks

Assess individual risks and develop mitigation strategies

Facilitate the meeting

07

Focus on the victims' needs and facilitate meaningful engagement

08 Secure realistic agreements

Any agreements must be clear, consensual and time-bound

Monitor and ensure compliance

09

Monitor implementation of agreements and offer support

10 Ensure follow-up support

Work with hate crime victim support providers to meet ongoing needs



Scan to read ODIHR's Guide on *Implementing Restorative Justice for Hate Incidents and Hate Crimes*