

THE GRIEVANCE PROCESS

THE GRIEVANCE COMMITTEE

The grievance committee (GC) is composed of eight to ten chapter members who are trained to meaningfully carry out the grievance process and implement political education. There will be no more than four steering committee members and no less than six rank-and-file members on the GC at any time.

THE GRIEVANCE PROCESS ADVOCATES

The Grievance Process Advocates (GPAs) are responsible for supporting the initial implementation of the grievance process and growth of the grievance committee.

OUR FOUNDATIONAL VALUES

Community accountability

is a strategy of responding to violence that centers community responsibility rather than punishment or carceral-based measures.

Restorative practices

engage people who cause harm, people who experience harm, and impacted community members in dialogue designed to hold parties accountable and support survivors.

Confidentiality

is an essential part of building trust, minimizes potential for gossip, and allows people full control of their own story.

No wrong door

means that people have multiple avenues through which they may seek support or begin the grievance process.

continued →



OUR PROCESS

There are many paths to restorative justice; the grievance process exists to find the best one for each situation.

START



Formation of the GC includes nominations from the GPA(s) following completion of grievance training. The GC must be voted in by the chapter.

STEP 1



A grievance is brought forth. People can report to leaders, members of the GC, and other rank-and-file members to start the process.

STEP 2



GC will be in touch with the victim within 24 hours. Immediate methods of support will be offered in addition to respecting their confidentiality.

STEP 3



GC will meet with all parties involved separately to hear their respective accounts.

STEP 4



GC will review all accounts and take appropriate next steps to resolve the grievance. GC may suspend membership or participation if they determine it is necessary for the safety of membership or parties involved.

STEP 5



General membership may be updated with information on the grievance if the GC deems it necessary.