



## EFRJ Code of Conduct for All Members

Adopted on ....

### 1. Purpose, Scope, and Legal Structure; Legal hierarchy and primacy of the regulations.

This Code supports the European Forum for Restorative Justice's (hereinafter: EFRJ) overall aim to contribute to the development of high-quality restorative justice throughout Europe and beyond. It is adopted under, and must be read with, the EFRJ Constitution and the Internal Regulations. It complements those instruments and does not modify them. Where this Code conflicts with a higher norm, the following order of precedence applies: (a) applicable law; (b) EFRJ Constitution (c) EFRJ Internal Regulations; (d) this Code; (e) EFRJ additional guidelines/policies.

The Code sets common expectations for all individual and organisational members when they participate in EFRJ activities or represent the EFRJ.

Individual and organisational members of the EFRJ must share the mission and values of the EFRJ and act in line with them. We understand ethical behaviour to be that which is aligned with EFRJ's values. Below are guidelines to guide ethical behaviour based on the area in which we operate.

### 2. EFRJ Values and Principles

Our restorative ethos centres on four core values – justice, solidarity, respect for human dignity, and truth – and commits us to equity, diversity, openness, respect, learning from one another, and creating meaningful opportunities for diverse voices to be heard through participation, exchange and mutual support.

The principles that flow from these values include:

- All actions, behaviours and attitudes shall recognise and value each person's capabilities, views, emotions and needs and shall involve all those people affected by a decision, as much as possible, in the decision-making process.





- All actions, behaviours and attitudes should take relationships seriously, envisioning oneself in an interconnected web of people, institutions and the environment.
- All actions, behaviours and attitudes may have an impact on others and the environment, thus responsibility is crucial for preventing harm (or repairing harm if needed).
- All communications shall be direct and authentic, aiming at respectful, open and honest dialogue.
- All problems and conflicts are best solved by dialogue leading to mutual understanding and agreed action, thus restorative approaches are prioritized in case of conflicts.
- Those who are considered to have breached the Code will be supported to make themselves accountable.

### 3. EFRJ Position on Restorative Justice

Restorative justice is an approach of addressing harm or the risk of harm through engaging all those affected in coming to a common understanding and agreement on how the harm or wrongdoing can be repaired and justice achieved.

- Restorative justice works within the boundaries and protections of human rights and the rule of law.
- It does not discriminate on the basis of gender, race, religion, ethnicity, or sexuality.
- It supports the active participation of people within democratic societies as active and equal citizens.

The EFRJ does not defend any one 'best practice' model of restorative justice, but recognises that restorative justice is an evolving approach. However, it is essential that any restorative service should be based on core restorative values and principles and should adhere to standards of good practice.

In the restorative practice, this means voluntary participation based on informed consent; safe, direct and authentic communication; processes tailored to participants' needs, capacities and culture; the inclusion of all those affected; and confidentiality, subject to safeguarding and legal obligations.

The restorative process should be fair and not dominated by any part; should enable people to assume personal and social responsibility for their words and deeds; should generate the safety and respect required for people to feel an ownership of the process and to speak freely; and should be based on truth, sincerity and commitment.

We expect members to share the above mentioned view on restorative justice. Restorative practitioners should operate in accordance with these restorative principles and have adequate training.





#### 4. Expected Conduct when acting on behalf of the EFRJ

When an EFRJ member acts on behalf of the EFRJ or in a network space, they are expected to respect the EFRJ's values and position.

This includes participation in events, projects, committees, working groups, conferences, seminars, and online spaces, among others.

In these occasions, they should act in accordance with the mandate and any specific guidelines that have been shared. In case of doubt, they should check with the Secretariat whether the planned intervention is in line with the official position of the network.

They should ensure that they represent the official viewpoint of the network and not only their own personal or organisational opinion.

They should abstain to do or say anything that would damage the good name or reputation of EFRJ.

#### 5. Research, Practice & Training Standards

Any research, practice, or training conducted on behalf of EFRJ must adhere to EFRJ's principles, values, and positioning.

In addition, trainers of EFRJ trainings must adhere to the Manual on Values and Standards for Restorative Justice Practice.

#### 6. Use of EFRJ Name and Representation

To speak on behalf of the EFRJ, direct or implied authorization must have been obtained from the Board or the Secretariat.

It will be deemed an implied authorization and representation of the views of the EFRJ when submitting documents prepared by committees or working groups of the EFRJ.

Members are allowed to refer to their membership at the EFRJ and may use the logo of the EFRJ only in this context. For any other use of the EFRJ name or logo they need to obtain authorization from the Board or the Secretariat.





# EUROPEAN FORUM FOR RESTORATIVE JUSTICE

Connecting People to Restore Just Relations

The EFRJ actively seeks to provide opportunities for the expression of opposing views by anyone who aims at a humane justice system for the benefit of the victim, the perpetrator and society.

The EFRJ will remain independent in its thinking and acting, not being aligned with any political party.

The activities of the EFRJ will be based on an attitude of openness and respect and on the willingness to learn from all members.

## 7. Complaints, Breaches of the Code, Harm and Conflict Resolution

If this code of conduct is broken by any member it should first be met with a restorative response by the board. The process should be initiated by the chair of the board or the vice-chair. The method should follow the basic values, principles and standards for a restorative approach. If the process does not lead to a mutual agreement on how to move forward, the measures described in the Conflict Management Protocol, the Constitution and the Internal regulations will be used.

## 8. Implementation

All EFRJ members must be informed of this Code and comply with it in order to be part of the network.

