

# Facilitating Restorative Group Conferences

# RGC

## Trainer's Guide Practice Conference Scenarios

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## OVERVIEW OF SOME SCENARIOS BY GROUP AND # OF ROLES

Scenario	Adult	School	Juvenile	Facilitators	Other Roles
Soliciting a Prostitute	X			1	5-6
DWI Probation	X			1	5
Public Urination	X			1	5
Incarcerated DUI	X			1	5
Intoxication, Littering, Damage to a City Park	X			1	5-6
Businessman Prostitution	X			1	5
Felony Menacing	X			2	8-10
Suspension for Knife Possession		X		1	4-5
Disrespectful Student		X		1	5
Bullying		X		1	6
Truancy		X		1	5
School Assault		X		2	5-10
Damage to Property			X	1	5
Intrafamilial Theft			X	1	4-7
Trail Bike Theft			X	1	5
Theft from a Motor Vehicle			X	1	5
Stolen Truck			X	1	5
DUI with Injury			X	1	5
Tobacco			X	1	5
Damaged Helmet			X	1	5
Vacation Burglary			X	1	5

Flying Missile			X	1	6-9
Bike Theft and Minor Assault			X	2	6-7
Construction Break In and Fire			X	2	6-10
Burglary of a Dwelling			X	2	7-11
Graffiti Private Home			X	2	6-7
ABC's at the Bus Stop			X	2-6	18-20

Contributors to this section include Gena Gerard, Stephanie Haider, David Hines, Diego Hunt, Carolyn McLeod, Nancy Riestenberg, Susan Stacey, and others upon whose examples the team built several of these scenarios.

**SOLICITING A PROSTITUTE (COMMUNITY WAS HARMED)**GENERAL INFORMATION

An adult male has been arrested for prostitution in the neighborhood in a police sting operation. He does not feel that his action hurt anyone. There is no one specific individual who was harmed by his action, but a number of community members see that his action did harm the community overall.

**ROLES** – 6-7 including facilitator**1. FACILITATOR****2. OFFENDER**

30 years old, has no idea how actions have affected community, has retrieved car, unemployed at present, has chef and janitorial experience, lives alone four blocks outside the neighborhood

**3. SUPPORTER 1**

Offender's friend who picked him up after his car was impounded, basically indifferent and minimizing actions

**4. COMMUNITY MEMBER 1**

Male resident for 15 years, feels prostitution is an invasion of space, hard to be a male in the neighborhood, neighbors don't know whether men in the area are safe or not, resentful, wants apology

**5. COMMUNITY MEMBER 2**

Female counselor at a group home in the neighborhood, has been solicited on the street, feels uneasy, knows co-workers who have also been harassed, is concerned for mentally ill clients, wants community service as restitution

**6. COMMUNITY MEMBER 3**

Civilian employee of local law enforcement, has helped run sting operations, works hard to improve situation and reputation, feels frustrated that the problem continues, concerned about local drug dealing that prostitution brings with it, wants donation to non-profit helping prostituted women)

**7. SUPPORTER 2 (Optional)**

Offender's 26-year-old brother/sister, is more understanding of their brother's behavior and doesn't think it should be a crime.

**DWI PROBATION**GENERAL INFORMATION:

The incident was a Driving While Intoxicated (DWI) offense. It happened in Middletown ten months ago. The offender is Bill, a 23-year-old male. He had a prior DWI three years ago for which he was placed on probation and he successfully completed.

Bill was on his way home from work and had a flat tire. He was on the side of the road changing the tire when a police officer pulled over to assist. Noticing that Bill was intoxicated, the officer cited and processed Bill for DWI. He registered a Blood Alcohol Count of .12

The case went to court and Bill was found guilty and sentenced to 6-18 months. The sentence was suspended, he was placed on probation and he was referred to community conferencing.

## ROLES - 6 including facilitator

### 1. **FACILITATOR**

### 2. **BILL, OFFENDER**

Bill is 23 years old, working, and lives with his girlfriend. He has one previous DWI conviction from three years ago. He doesn't feel he deserved the sentence he got since he was only on his way home from work, and did not cause anyone any harm.

### 3. **BANK OFFICER, BILL'S EMPLOYER**

You knew that Bill had a prior probation for a DWI when you hired him, but he has been a good worker for the year he's been at the bank. You do notice, however, that several mornings each week he seems to be coming to work tired, perhaps hung over. As long as he does his job, you figure it is not your business what he does on off-hours, but if his off-hours activity begins to interfere with work, it will be your problem. You're not sure if he has a drinking problem or not.

### 4. **MEMBER OF THE TOWN SELECT BOARD AND PARENT WITH FOUR CHILDREN**

You are very concerned about the increase in DWIs in the community and about the number of alcohol-related accidents. Although Bill is an adult, you are afraid that this dramatic increase in alcohol use and driving under the influence is going to impact upon your children. You have been advocating a crack down on drunk drivers at the Town Select Board.

### 5. **INSURANCE UNDERWRITER**

Bill is not one of your clients, but you have seen a real increase in DWIs and your company is making it harder and harder for young men to get insurance. The rates have gone out of site and you can hardly sell a policy any more because young adults can't afford it.

### 6. **SANDY, BILL'S SUPPORTER**

Sandy is Bill's girlfriend and she came with him to the meeting. She is very concerned, and just wants Bill to get this behind him. Her father has a drinking problem, which has affected her. She doesn't think Bill is an alcoholic, but she does think he's been drinking a lot lately.

**PUBLIC URINATION**GENERAL INFORMATION

A hard working young adult male was partying with friends in the city. After the bar closed, he urinated in the alley outside. He was ticketed for the action, but doesn't see it as doing harm 'to' anyone. Several members of the community see the ordinance prohibiting the behavior as important to the overall community.

## ROLES - 6 including facilitator

### 1. **FACILITATOR**

### 2. **OFFENDER**

22 years old, works two jobs in the suburbs, was downtown partying with friends, urinated outside after bar closing, is minimizing at first because he doesn't think it's any big deal, but is later apologetic

### 3. **OFFENDER'S SUPPORTER**

21 years old, was with the offender when this occurred, has done the same thing in the past but never caught, is concerned about an agreement that interferes with offender's busy work schedule

### 4. **VICTIM/COMMUNITY MEMBER 1**

Security manager of the property, an office/retail space that must clean the alley daily and has had to install lights outside, wants to keep rent-paying clients, desires an apology

### 5. **COMMUNITY MEMBER 2**

Resident who lives in a high-rise three blocks away, sees this kind of behavior while walking through the area, considers this neighborhood home, does not want it treated as a public toilet, wants community service

### 6. **COMMUNITY MEMBER 3**

Downtown worker who rides the bus, complains about the smell of urine in bus stops, explains that personal safety is a concern since this behavior shows disregard for others, asks for letter of apology to the Downtown Business District

**INCARCERATED DUI (POST SENTENCING)**GENERAL INFORMATION

Kurtis, a young adult man, ran head on into a police patrol car after drinking heavily. The officer in the car was injured severely, had three months of painful rehabilitation and was still in a cast for a broken arm that had required multiple surgeries. Kurtis was sentenced to six months in jail and ordered to pay several fines. Workmen's comp had taken care all of the other medical costs

In jail for four months, Kurtis had participated in substance abuse counseling and had entered a twelve-step program that he planned to continue upon release. He had been spent time with the Chaplain and participated in a religious fellowship as well.

The officer had referred cases to conferencing and knew about the process in the community. He asked if a conference could be arranged with Kurtis in jail.

## ROLES – 6 including facilitator

### 1. **FACILITATOR**

### 2. **KURTIS, OFFENDER**

You are a 20-year-old young man who drank heavily and one night hit a police officer in a cruiser head on. You've been in jail for four months and have learned a lot about your problem drinking. You've been sober for all of that time and have entered the twelve-step program which you plan to continue when you get out in two months. You have spent a lot of time speaking to your counselor, the chaplain, and to the conference facilitator and you feel ready to speak to Officer Brown.

You are sorry for what you have done and you want to turn your life around. You and your girlfriend are expecting a baby and it has made you think about how important it is to clean up your act. You are apprehensive, however, about meeting the officer. When he walks in, still in a cast, and with assistance from his wife, you are overcome by emotion.

### 3. **OFFICER BROWN**

You are a ten-year veteran of the police force. You were hit head on by a drunk driver and the injuries were serious. You requested the conference, not for any specific follow up agreement, but because your experience has shown you that drunk drivers will drink and drive again. You think a conference might make an impact on this young man and you want to do all you can to be sure he knows how much harm his behavior has caused.

In the conference you will tell him about how you had been on routine patrol in his squad when all of a sudden you saw the headlights coming at you from the side. You will recall waking up a day later in the hospital with your family and other officers around. You will recall the three months of rehab work and the hours of pain. You will recall wanting to be present for your daughter's birthday but not being able to get released from the hospital. You will recall questioning your choice of occupation and the hours his wife spent worrying about him.

You ask nothing of Kurtis other than to maintain his sobriety.

**4. OFFICER BROWN'S WIFE**

You are not really sure why you are here. Your husband said it was to support him, but he didn't seem to need much support. Still, you wanted to meet the person who put your husband in the hospital. As the wife of a law enforcement officer, you worried all the time that he might be injured. When the call came about the accident, it was as if your worst nightmare had come to pass.

**5. KURTIS' COUNSELOR**

You are there to support Kurtis. He has been clean and sober for four months now and seems to sincerely want to understand his drinking problem and stop. You know that most alcoholics who stop do relapse and go back to drinking and you're hoping that this conference will help Kurtis to face his responsibility for his behavior and help him stay sober.

**6. PRISON CHAPLAIN**

You have been assisting the local Victim/Offender program for a while and you believe in the mediation process. The idea of using a group conference is a new one for you, and although you understand its potential, you have some concerns about such a large group getting together at one time. Still, you know that alcoholism is tough to beat and anything that might help men stop drinking and stay sober is worth a try. You think Kurtis wants to take responsibility for his actions and turn his life around.

**INTOXICATION, LITTERING, DAMAGE TO A CITY PARK.**GENERAL INFORMATION

Two men in their mid-twenties are drinking from bottles in a neighborhood park one night at about 10:30 PM. The men were obviously intoxicated, very loud and smashed their liquor bottles against rocks lining the park walking path. They also broke a park bench in what appeared to be a display of anger and aggression as they left the park. A person living across from the park called police who arrested the two men a block away from the park.

One man is a Bosnian native who does not understand why people think his behavior was so bad. In the country he came from this was the usual behavior of most people. He still does not understand that the detox center, in which he spent 24 hours, was not a jail. The other person is a white working class male who grew up in the neighborhood and is not anxious to face his neighbors.

**ROLES** - 6-7 including facilitator**1. FACILITATOR****2. BORIS, OFFENDER**

A 24 year old Bosnian who grew up with war, alcoholism and lack of respect for all property or people outside the family. You are shocked by the reaction of others to this incident. You think detox was jail and you are now convinced you will be deported. You express great remorse as you come to realize how you affected others and how different it is here. You want to do whatever you can to repair the harm and set things right.

**3. MIKE, OFFENDER**

You are 22 and work in a suburban office complex earning a very good income for someone just beginning your career. You grew up just three blocks from this park and you do not want to meet your old neighbors. You do not want people to know you came from here. You think the whole thing is way out of proportion. It is not that big of a deal and people who live here should expect this type of thing---after all it is "that kind of a neighborhood. You come around slowly, after hearing from your parent and your old teacher.

**4. MICHELE, BORIS' SPONSOR**

You are a 32-year-old nurse who met Boris while serving in Bosnia. You are sponsoring him in this country and blame Mike for what happened. You try to relieve Boris of all responsibility and place all blame on Mike and the world situation (ala Bosnia).

**5. MR./MRS. JONES MIKE'S PARENT**

You have come as a supporter for Mike and a neighborhood representative. You are appalled by Mike's attitude and feelings toward the community. You want both men to work with the neighborhood on park cleanup and local park programs for neighborhood children.

**6. MR./MRS. WHISTLER, COMMUNITY, VICTIM**

You called the police and were once Mike's 4<sup>th</sup> grade teacher. You have lived across from the park for over 30 years and have watched it deteriorate. You believe Mike has deteriorated too, if he truly believes what he says. You have great empathy for Boris but do not dismiss his actions because of it. You speak of how Mike used to play in this park and suggest he return to help the current young people who want to use it find a way to develop the resources the park enjoyed when Mike was young. You want money and community service in the park from both men.

**7. ADDITIONAL NEIGHBORS (Optional)**

**BUSINESSMAN PROSTITUTION**GENERAL INFORMATION

On a late afternoon in early August (4:30 PM) two blocks from downtown on the edge of a quiet residential area with tree lined streets and well cared for homes, a city undercover vice officer arrests a 32 year old white male from a nearby affluent suburb for soliciting prostitution. The man is a well to do professional who works downtown and says he came here on the advice of friends. He is having trouble with his wife and sought solace from a woman for hire, saying it was better than an affair in his mind. He begs for a break from the officers working the sting. The officers suggest he meet with the affected community, though they doubt he will find it to be much of a break. Thinking he will get off free this way he agrees. A community conference is arranged.

**ROLES** - 6 including facilitator**1. FACILITATOR****2. CHAD, OFFENDER**

You are a business consultant in a downtown office site. You live in a \$400,000 house in the suburbs and drive a \$40,000 SUV. You have “enjoyed” the company of prostitutes since college but were never caught before. You are going to stick to your story of “first time” and wife trouble to throw the blame on the wife and the system that overreacts and really wants to catch “low-life bad guys” not fine upstanding citizens like you. You don't budge much until your wife speaks.

**3. AGNES, COMMUNITY MEMBER, VICTIM**

A 70 year old resident of the area where you have lived all your life. Even though your home is just 2 blocks from the downtown area of a city of 700,000 people your area is a well cared for quiet neighborhood. A mixture of older people and young families this is not a poverty stricken area but an area of solid working class people who must put up with prostitution and drug sales on the outer rim of the community. By 4 PM the traffic is so bad you cannot walk across the street to a neighborhood store on the fringe of the downtown area. That traffic is all related to drugs and prostitution. Last year, as you stepped off the curb, you were struck by a car racing to the corner to pick up a prostitute. You broke your arm and only recently healed. The driver fled and was never found. You are happy to unload 20 years of frustration on Chad who you despise because of his attitude and what he is doing to his wife and family.

**4. LEE, COMMUNITY MEMBER, VICTIM**

You are a resident of the area have two children and at 24 are hoping to stay here as you really like the area and neighbors. But if the situation continues to get worse you will be forced to move. You are ready to fight for your block and you view this as a war against bad people. You consider Chad a bad person, a low-life, and believe he is exactly the right person to be arrested for this. You think his wife is too good for him and encourage her to get away. You want Chad to pay \$1000 dollars to a neighborhood clean up fund, work a month of weekends cleaning the sidewalk and boulevard on the block he was soliciting. You also think he should be forced to work with the undercover operation all summer.

**5. MAGGIE, CHAD'S WIFE**

As Chad's wife you are totally embarrassed by this whole situation. This is the worst experience of your life. You lose composure and cry briefly. After regaining your emotions you apologize to the neighborhood and the officer saying you are to blame. You were aware of many of Chad's past excursions with prostitutes but never confronted him. You should have stopped this long ago. You tell Chad he is sick and needs help. You are disgusted by his attitude as you grew up in a large city "back east" in a neighborhood just like this. You announce that you are taking your two children to your parents' country home in New Hampshire and you have written a letter to Chad's boss explaining all of this and suggesting the workplace get him some professional help. You agree with Lee's ideas on reparations.

**6. OFFICER SCOTT**

You have worked vice for 12 years and you really like this community conference idea. You tell Chad about all the lives and neighborhoods you have seen ruined by this kind of behavior. You tell Chad he had better change his attitude and get some help or he will lose everything, as he should, considering what he is doing to all these other people. You agree that Chad is not a bad guy, but he is the person who the sting operation is meant to catch. He is the problem and he alone is accountable for his behavior. You tell Chad he needs help and he needs to repay the community and repair his family.

## **FELONY MENACING**

### GENERAL INFORMATION

On February 10, 1998, at about 4 in the afternoon, two 18 year-old men, Ricardo and Paul were driving a pickup truck around the streets of Longmont, Colorado. Ricardo was behind the wheel. As they pulled up at a stop sign, a woman in a blue Ford sedan pulled up behind them. The woman, Verna, 30 years old, later stated that she was about 20 feet behind their pickup truck when the young man in the passenger seat of the truck, Paul, jumped out and stood in front of her car. He pulled the hood of his sweatshirt over his head, whipped out a pistol and, using a double handhold, pointed it directly at Verna's face. Paul pointed the gun at her for about 3 or 4 seconds. He then lowered the gun, ran back to the passenger side of the truck, jumped in, and the truck sped away. Although Verna was quite frightened, she had enough presence of mind to note the license plate number of the pickup.

When the police pursued the license plate lead, they quickly located the two young men involved. According to the young men, Ricardo had a BB gun on the truck seat. The gun looked exactly like a 45-caliber pistol. When they pulled up at the stop sign and glanced in the rear view mirror, they saw the blue Ford pull up behind them. They thought it was their friend Juan, who owns a Ford of the same color. Ricardo told Paul to take the pistol, jump out, and 'prank' Juan by pretending this was a gang hit. Paul says that as soon as he saw the driver of the Ford was not Juan but a woman he didn't know, he put the gun down and got back in the truck.

## ROLES – 10-12 with co-facilitators

1. **CO-FACILITATOR**
2. **CO-FACILITATOR**
3. **RICARDO, OFFENDER**

You are Ricardo Sandoval. You're 18 years old and in your last year in high school. You like to drive around town in your pickup truck with your friend Paul, sometimes pretending you both belong to a street gang and are passing through hostile territory. You consider yourselves 'good boys' and expect to graduate respectably from high school in June and get good jobs and maybe even take college courses. On the day of the incident, you had your BB gun on the seat between you and Paul. When you stopped at that intersection and the blue Ford pulled up behind you, you were sure it was your friend Juan, so you told Paul to grab the gun and 'prank' Juan. Only after Paul jumped back in the truck and told you to get the hell out of there did you find out it wasn't Juan in that blue Ford, but some woman.

You're worried about this situation, and feel somewhat torn. You're smart enough to realize that this woman, Verna, who is now sitting in the circle across from you, might have been really frightened. On the other hand, you know that you and Paul just meant this as a prank between friends, and you didn't have any criminal intentions. You are willing to apologize and take reasonable responsibility for this incident, but you also feel some pressure from your parents to hold up the family image of not being pushed around. Your parents are very protective, even appearing hostile in the conference.

#### 4. **MIGUEL, RICARDO'S FATHER**

You are Miguel Sandoval, Ricardo's father, and Angela's husband. You are a proud and protective parent who believes his son is being described as a serious criminal when he just pulled a stupid prank. You've had a tough life and believe you have to stand up for yourself and your family. You also believe that as a Hispanic family, the police are coming down harder on you than they would on Anglos, and you can't quite see why everyone is making such a big deal out of something that was basically a misunderstanding. As you look around the circle, you see another teen Hispanic boy, Jesus, who is sitting in as affected community, and you try to get him on your side, figuring at least he won't be biased.

You want to convey the message to your son that he should not let these people push him around and should stick up for himself and not admit that this harassment was all that bad.

#### 5. **ANGELA, RICARDO'S MOTHER**

You are Angela Sandoval, Miguel's wife and Ricardo's mother. You're a no nonsense woman with a tough demeanor. You agree with your husband that Ricardo is being treated too harshly. You are very proud that all of your older boys have graduated from high school and you don't want anything to stand in the way of Ricardo also graduating honorably in just a few months. You strongly believe that your boys are all good boys and you insist on making that known. You think the victim, Verna, is a bit of a crybaby, and is making too much of this incident. When Verna is telling her story, you cross your arms, huff and roll your eyes. You interrupt several times, saying that it wasn't all that bad, even after the facilitator tells you to wait for your turn to speak.

## 6. PAUL, SECOND OFFENDER

You are Paul Ramirez, a high school student. You're 18 years old and in your last year in high school. You like to drive around town with your buddy Ricardo in his pickup truck, sometimes pretending you both belong to a street gang and are passing through hostile territory. You consider yourselves 'good boys' and expect to graduate respectably from high school in June and get good jobs and maybe even take college courses. On the day of the incident, upon the urging of Ricardo, you took his BB gun, jumped out of the truck, and pointed the gun at the blue Ford that was stopped behind, thinking it was your friend Juan. When you saw it was not your friend Juan, but this woman Verna, you ran back to the truck.

You are compliant and contrite. Your parents pointed out to you the seriousness of the effect on the victim and they have urged you to be respectful and remorseful. You consider yourself a good friend of Ricardo, but you are worried because Ricardo's parents seem to be quite confrontational and may make this even situation even worse.

## 7. RUBIN, PAUL'S FATHER

You are Rubin Ramirez, father of Paul and husband of Maria. You're a soft spoken man who works hard and expects his son to "do what's right." You've never been in a conference like this before, but you are all for it if it can resolve the situation and let Paul keep a clean record, since he's a good boy and has never been involved with the law before.

You seem a bit embarrassed by the attitude of Ricardo's parents. You want to know if the contracts can be written separately, so one's completion is not dependent on the other's performance, since Ricardo's parents seem to be driving the conference toward more confrontation rather than apology and solution.

8. **MARIA, PAUL'S STEPMOTHER:** You are Maria Ramirez, wife of Rubin. You are a well-educated and well-spoken woman. You have a great deal of empathy for the victim. At one point you say, "If this had been me, I'd hate to think what Rubin would have done." You want Paul to take full responsibility for his action and to have strict but fair consequences for his behavior.

**9. VERNA, VICTIM**

You are Verna Walters, a gentlewoman of 50 who works in human services. You are a bit fragile and have been very upset by this incident. You consider this as an assault with a deadly weapon since you believed that Paul was pointing a real gun at you. You are shocked to realize that you were actually considering running him over to save your own life. Now you are horrified that you might have actually hurt or killed him. This has been a hard time, and you have relied on your husband Dan to support you through this process, and you are glad that he is here with you, although you realize you're not quite as sure as he is that these boys need to be severely punished.

**10. DAN, VERNA'S HUSBAND**

You are Dan Walters, husband of Verna. You're a very angry man who has become fed up with all the irresponsibility of young people these days. You feel that so many parents aren't as strict as they should be, as they were when you were young. You are ready to make these boys accountable for a felony. You understand that the conference is an alternative to the regular court system, which is often ineffective, so you are willing to go through this process. But you want these boys to do some very serious and extensive community service to repair the harm they did to Verna, and not just walk out of here with a slap on the wrist. You are very protective of Verna, and find yourself becoming furious when Ricardo and his parents keep insisting that this was just a prank.

**11. CARL, SCHOOL RESOURCE OFFICER (Optional)**

You are Carl, a school resource officer at the high school where the offenders, Ricardo and Paul, are students. You went to the homes of the boys and talked to their families. You felt that these were really good boys who made a bad choice. They both had good grades and neat rooms. They had Bible quotes on their mirrors and basketball posters on the walls. You feel like they were just playing around and that this wasn't that serious. During the conference, you try to counteract the talk that is making these boys out to be felons. These are really good boys, and it was no big deal.

**12. JESUS MARTINES, AFFECTED COMMUNITY (Optional)**

You are Jesus Martinez, an 18 year old senior at another high school across town. You don't personally know Ricardo and Paul, but you feel like you understand them pretty well. You have had a history of delinquent behavior but have found a positive outlet for your anger in being a part of a teen theater company. You understand both sides of the story and are the only one that Ricardo's family will interact with. They see you as an ally. You want to support the boys but you don't want to be sucked into taking sides with Ricardo's family against everybody else. You believe that Paul and Ricardo still need to take responsibility and repair the harm they have done.

**SUSPENSION FOR KNIFE POSSESSION**GENERAL INFORMATION

Derrick is a 16-year-old Anglo boy. He lives with his mother who is 32 years old and his three younger siblings. Derrick recently brought a switchblade knife to school and was suspended. The school and family decided to hold a conference about the incident.

## ROLES - 5-6 including facilitator

### 1. **FACILITATOR**

### 2. **MRS JENELL - PERSON WHO DID HARM'S MOTHER**

Derrick is a 16 year old Anglo boy. He lives with you (age 32) and his three younger siblings. You work as a cook at a cafeteria. Derrick recently brought a switchblade knife to school and was suspended. The school and family decided to hold a conference about the incident.

You believe Derrick has a job at a local grocery store. You are very proud of him and thankful for all the help he gives you. Derrick has brought home for the family a large TV and a microwave, and he helps you out by buying some of his siblings' school clothes and supplies. He also stays home with the younger kids when they're sick so you can work.

You don't think his having the knife at school was such a big deal. You feel the school picks on Derrick and that the school set him up so they can either get rid of him or transfer him to Jefferson, a school for troubled youth. You believe the teachers are jealous and resent a hard-working, enterprising youth like your Derrick.

### 3. **DERRICK - PERSON WHO DID HARM**

You are a 16-year-old Anglo boy. You live with your mother who is 32 years old and your three younger siblings. You recently brought a switchblade knife to school and were suspended. The school and family decided to hold a conference about the incident. You're not happy about going but don't want to get expelled from school.

You have always had erratic school attendance, and you've stayed home to take care of your younger siblings when they were sick so your mom could work at the cafeteria where she's a cook. You know she works really hard so you try to help out by getting the family what they need. You've been shoplifting and stealing purses for almost a year now but your mother thinks you've got a job at a local grocery store. You've brought home a large TV and a microwave and you help buy the younger kids' clothes and school supplies.

You got the switchblade knife from a friend and took it to school to get some respect from some youth that were disrespecting you. You don't think it was any big deal but the school people seem to feel they have to act real tough about it.

You used to like the teacher who saw you with the knife -- you thought s/he liked you -- but then s/he told on you to the vice-principal anyway!

### 4. **VICE PRINCIPLE FERRERRO/PERSON WHO WAS HARMED**

You are appalled at Derrick bringing the knife to school and you are angry about what could have happened if a he'd gotten into a fight with it at school! You are ready to expel Derrick but you are willing to try this conference as a last resort.

You feel helpless to do your job, which is to make the school safe enough that the good students can actually learn something! If this conference thing doesn't work you're thinking about instituting immediate expulsion for similar incidents.

**5. TEACHER MR./MS. WONG - PERSON WHO WAS HARMED**

You were the first one to realize Derrick had the switchblade knife at school when you came across him showing it off to some other youth in the hallway. You had Derrick as a student last year and you've always liked him but now you are scared of him.

This thing with Derrick has made you feel hopeless! You feel things have gotten so bad at the school that it's only a matter of time before a student or staff members gets seriously injured at school. You're even thinking about quitting your job because of this.

**6. POLICE LIAISON OFFICER ANDERSON (Optional 6th Role)**

You've heard Teacher Wong is actually thinking about quitting because of this and that makes you sad and angry.

You are disgusted about this conferencing thing but you will be at the conference because the Vice-Principal says to be there. You think kids with knives and guns shouldn't be tolerated in schools; they belong in locked juvenile facilities where they can't do anyone any harm.

**DISRESPECTFUL STUDENT**GENERAL INFORMATION

A junior high school student had an enduring habit of talking to his friends during class making flip remarks when called upon. He gets others involved in his disruptive behavior and seems to enjoy interrupting the teacher's instruction and the students work time.

After a month of unsuccessful attempts to intervene in the behavior, the teacher sent him to the assistant principal. It resulted in a two-day suspension. Conferencing is an alternative to serving the suspension

## ROLES – 6 including the facilitator

### 1. **FACILITATOR**

### 2. **LEONARD, PERSON WHO HAD DONE HARM**

You are a junior high school student who gets B's and C's with little effort. You could do better, but your primary interest in school is social. Your algebra teacher is a demanding and structured person, and she seldom smiles or relaxes at all. You distract others in the class by talking when you're supposed to be working and by making jokes whenever you get called on in class. You like to get a laugh when responding to teachers.

Last week, after asking you many times not to talk during class and not to make jokes when answering a question, your teacher sent you to the Assistant Principal. Your teacher had documented talking to you about your behavior several times, so the Assistant Principal gave you a two-day school suspension. You had heard about the conferencing program and asked if you could do that instead.

### 3. **MRS. MURRAY, ALGEBRA TEACHER**

You are a junior high school algebra teacher. Leonard is in your fourth period class. Since the first day of class he has disrupted students while working and made jokes when called upon in class. You talked to him several times about his behavior, first just as in-class feedback, then, twice meeting with him one-on-one after class. Still, he persists to be disruptive.

Although many of his fellow students enjoy his humor, it is disrespectful and it makes it hard for slower students to pay attention and stay on track.

You warned him that the next time you would send him to the Assistant Principal's office, so when he got the whole class laughing at another student's wrong answer, you followed through on your warning.

You think he's probably a good kid, but he could be doing much better in algebra if he applied himself.

**4. MR. WRIGHT, ASSISTANT PRINCIPAL**

You have talked with Leonard several times over the school year. Other teachers have mentioned his behavior as a problem, even though they haven't sent him to your office for intervention. You hate to use suspension for classroom behavior management, but you can't allow the disrespect to continue. You talked to Mrs. Murray about conferencing as an alternative and she has agreed.

**5. BUD, LEONARD'S FRIEND**

You were in algebra class when Leonard was sent out yesterday. He's a fun person and you enjoy being around him, but he seems to be pushing it a little in Mrs. Murray's class. You think Mrs. Murray is pretty up-tight about people working hard and being quiet, but algebra is pretty hard and you think maybe that's why she gets so upset. You want to support Leonard, but you hope he'll stop horsing around.

**6. FELICIA, A FELLOW STUDENT**

You are a student in a different section of the algebra class and you have also been trained as a school peer facilitator. You don't facilitate conferences when teachers are involved, but you understand that sometimes two people see the same situation in a different way. You think Mrs. Murray is a very smart person and you're learning a lot in her class. You also think that Leonard is cut and lots of fun to be around. You are a little uncomfortable being in a conference with a teacher, but you will do your best to be fair and honest.

**BULLYING**GENERAL INFORMATION

A sixth grader who just moved to the middle school this year is being bullied and harassed by an eighth grader from his neighborhood. He has been called names and the older boy has used lewd hand gestures to taunt him. He can't sit in the cafeteria at lunch, or wait in line for the bus without being taunted by the older boy. He won't use the restroom at school unless he absolutely has to, and then he tried to make sure a teacher is nearby. No one wants to sit with him anymore because whoever is with him is subject to the same abuse.

Although teachers have seen it once or twice and intervened, most of the harassment is when teachers aren't able to see.

His mother called the principal about it and she offered conferencing as an alternative.

## ROLES – 7 including the facilitator

### 1. **FACILITATOR**

### 2. **JON, THE PERSON WHO HAS BEEN HARMED**

You are a sixth grader who has just entered middle school this fall. You are small for your age and you were afraid to move to the bigger school and you don't feel like you have any friends there. The second day an eighth grader saw you at your locker, pointed and laughed and called you a 'fag'. You asked your parents what that meant and why he called you that, but they told you to ignore him and didn't want to talk about it. Since that day, the bigger boy has called you names, made lewd hand gestures, and made fun of you every chance he gets. Once he told you to stay out of his sight or you'd be sorry. If anyone sits with you at lunch, he calls them names too, so now nobody seems willing to talk to you at all.

You finally broke down and told your mother about it and she called the principal. You're not very comfortable with meeting him face-to-face but you need to find something to do about it.

### 3. **JERRY, PERSON WHO CAUSED THE HARM**

You are an eighth grader in middle school and you are the leader of a group of great guys. They all dress well, play sports, and have girlfriends. You feel as though the sixth graders are just little kids and it is your job to give them a hard time. You like the respect people show you when you and your friends walk down the hall.

You pick on Jon just because he takes it. He never fights back and it's easy to get other people to laugh at him. You don't really know him or anything about him, but once you started, everyone expects you to keep making fun of him.

You agreed to the conference because you would lose face if you didn't. You don't really hate Jon or want to have it out for him, you just can't back down now without losing respect.

### 4. **MARY, JON'S MOTHER**

You want the bullying to stop so that Jon can sleep at night. You are upset that his grades are dropping and he hates to go to school. He loved school until this year. He also seems to have lost all his friends. You

think this Jerry should be thrown out of school for what he's been doing. You are glad to have a chance to talk about this.

**5. CHUCK, JERRY'S FATHER**

You are there to support your son. He's a little rough around the edges but he's a good looking boy, does well in sports, and has a lot of friends. You're proud of him. He lives with your mother since you and your wife split up, and you see him as much as you can and talk to him almost every day. His grades are okay. You are not sure what the big deal is anyway.

**6. DAPHNE, JERRY'S GRANDMOTER**

You are there to support your grandson. He's a good boy and you've tried hard to teach him the important things. He's a big kid now and spends most of his time playing sports and hanging out with his friends, but you can't believe he'd do anything wrong. The most important thing is to keep him in school.

**7. MR. JONES, TEACHER**

You have seen Jerry harass Jon a few times. Twice you actually intervened but you didn't follow up with the administration or anything. It makes you uncomfortable to be standing in the halls when the kids talk and act that way, but you don't know what you can do about it.

**TRUANCY**GENERAL INFORMATION

Gale has been truant 9 times in the last month. Gale's grades are still adequate but they are not as good as they have been in the past. He is creating no other discipline problems in the school or the community but his home life is rapidly deteriorating. Gale once had a goal of college and career but seems more and more disinterested lately. A truancy conference is being held per the policy of the district. Gale cannot return to school until this conference is completed. Gale has agreed to the conference instead of placement in an alternative school setting.

**ROLES** - 6 including facilitator**1. FACILITATOR****2. GALE, PERSON WHO DID HARM**

You are not that interested in this whole matter. You do not think this is a matter worth wasting all this time on. You are doing okay at school and you hate being there so who cares if you take off once in a while. You have decided you cannot afford college anyway and with all the problems in the world plus the millenium coming you won't live long enough to make any difference anyway. You are hoping that nobody knows about your recent experimentation with drugs and alcohol because you really do not want to get into that. You don't use, you only have tried it or partied with it.

**3. MR./MRS. WATTERS, GALE'S PARENT**

You are very concerned with Gale and do not understand what is happening. Gale does not talk to you anymore but you are glad he is not into drugs, guns or "weird" cult groups. You hope the group can help find a solution to Gale's recent behavior changes.

**4. MICKEY, SCHOOL COUNSELOR**

You want accountability from Gale. You believe this is very important. You have had students tell you of Gale's chemical "experimentation" and this concerns you. You want it addressed. You want Gale to have a strict reporting requirement so that you will know Gale is in school and going to class. You want to begin counseling for planning realistic goals and you want Gale involved in some meaningful extracurricular activities. You also suggest a parenting group for Mr./Mrs. Watters.

**5. MR./MRS. NERDLINGER, ASSISTANT PRINCIPAL**

You want Gale to clearly understand that if there are any more truancies this year Gale will be suspended for thirty days and will have to make up missed credits during the summer or repeat the year. You have 1783 students to deal with and you do not have time to hand- hold any student who begins feeling sorry for themselves. It is a necessary lesson of life that nobody waits for you. You keep up or get passed by. The message is "get in step or get out of the way!" You agree to allow the counselor to do whatever they wish but make it clear it won't be allowed to interfere with the rest of the workload.

**6. JAMIE, PROBATION AGENT ASSIGNED TO SCHOOL**

You want to find a solution to Gale's truancy before things get worse. You point out that many criminals begin with school truancy. Keeping people out of school only worsens the problem of feeling defeated and creates an attitude conducive to wrongdoing. You paint a picture of the life Gale could be opting for by the poor decisions he/she makes today. You agree he/she needs more positive activities within the school to restore pride in him/herself and gain a vested interest in the school. You think he/she should be reporting daily to a counselor and working on goal development. You suggest a class you run for both Gale and parent that helps teach better ways to think through problems and feelings.

## **SCHOOL ASSAULT**

### GENERAL INFORMATION

At the beginning of the school year Maria, a 17-year-old student who was 4 months pregnant, was assaulted by her friend, Sara (age 18), in the classroom. The two young women got into a verbal fight during lab in their science class and then the fight proceeded into a physical confrontation. Maria ended up on the floor and had stomach pains afterwards so she had to go to the school nurse, who sent her home. The fight was witnessed by Sara's twin sister, Kaia, as well as other students in the class.

Now it's April and Maria has turned 18 years old. She has had her baby and she is finishing out her senior year, as are Sara and Kaia.

Sara could potentially be charged with assault but the case has been diverted by the county attorney's office for a conference. Confidentially, the county attorney's office has told you they won't file the charge if this dialog does not work out because it's too minor a matter for them to charge.

ROLES - 7-12 including co-facilitators

1. **CO-FACILITATOR**
2. **CO-FACILITATOR**

### 3. MARIA (PERSON WHO WAS HARMED)

You are 18 now but you were 17 at the time of the assault in your high school science class last September. Then, and now (April), you lived with your 26-year-old boyfriend, William. Sara used to be a very good friend of yours, but she and her twin sister, Kaia, were circulating bad rumors about you before the fight and now you can't stand either of them. Sara came over to you during lab in science class and started in on you again about your boyfriend, William. You started to get up out of your chair to walk away from her. Sara shoved you back down in your chair, and as you flailed your arms at her you punched her hard in the side of her head. Sara then hit you back and your chair went over backwards, landing you pretty hard on the floor. Sara hit you a couple more times around your head and chest before the teacher stopped the fight.

After the fight broke up you were having a hard time getting up and Sara's twin sister, Kaia, came over and kicked you in your (pregnant) stomach without the teacher seeing it. The teacher sent you and Sara, but not Kaia, to the principal's office. While you were in the principal's office you started to have stomach pains and you were worried about the baby so they sent you to the school nurse, who sent you home on a city bus.

Your stomach pains continued for hours and you had a little vaginal bleeding so your live-in boyfriend took you to the hospital emergency room. You were terribly worried that Sara or Kaia might have injured the baby in punching you and you were scared you were going to lose the baby. At the emergency room you were examined and then sent home. Your pregnancy continued, your worry about it continued, but the baby was born healthy 5 months later (in February).

You are mad at Sara for punching you and mad that the teacher sent you to the principal as well as Sara, but you are especially mad at Kaia punching you when you were down, and punching you in the stomach where she could have injured the baby or caused you to miscarry. You say the fight started because they were mad at you for hanging out with your boyfriend instead of them and they were spreading rumors around school that you were just using your pregnancy as an excuse to skip school.

Your parents' insurance covered the emergency room expenses. You want an apology from Sara and especially from Kaia because of all the fear they caused you about your baby. You will bring your boyfriend to the dialog, not your mother who disapproves of the boyfriend.

**4. SARA (PERSON WHO DID HARM)**

You are 18 years old and a high school senior. Maria used to be a really good friend of yours but not since the fight last September in science class! You and your family feel you and your sister are the real persons harmed in this case. The two of you were worried about Maria and the 'hold' her 26-year-old boyfriend had on her: he wouldn't let her hang out with you or her other friends anymore and you thought maybe he was intimidating her. You and your sister had not been the only ones who noticed all the school Maria was missing and how bad she looked when she did come to school.

When you tried to talk to Maria about it in science lab she started to get up to walk away and when you shoved her back down in her chair Maria punched you in the head (hard!). You hit her back and Maria continued to punch at you as her chair went over backwards. You never punched her in the stomach because she was pregnant. Your twin sister, Kaia, came running over to defend you and may have hit Maria but you didn't see it for sure.

The teacher came over and stopped the fight. The teacher sent you and Maria to the principal. It wasn't fair for you to get into trouble when Maria started the fight!

You want Maria to apologize to you and your sister.

**5. KAIA (PERSON WHO DID HARM'S TWIN SISTER)**

You are 18 years old and a high school senior. In science class last September you saw your twin sister, Sara, try to talk to Maria about her boyfriend and then you saw Maria punch your twin sister in the head. You went over to help your sister and you might have hit or kicked Maria; you don't remember. If you did hit or kick Maria you are not sorry about doing it -- Maria was the one who assaulted your sister.

You were concerned about Maria and her boyfriend before the fight, but now you think she deserves whatever she gets with him because she wouldn't listen to you or Sara. You think Maria should apologize to you and your sister for punching Sara, starting the fight, and getting Sara in trouble at school.

**6. WILLIAM (MARIA'S BOYFRIEND)**

You are 26 years old, going to vo-tech school, and the father of Maria's baby. Before the fight you thought Maria's friend Sara and her sister were silly and just jealous of her relationship with you; now you think they're purely troublemakers.

You are angry with them for hitting Maria, especially when she was 4 months pregnant. You're glad the baby was born healthy and you think Maria deserves a big apology from each of them.

**7. BEN (SARA & KAIA'S FATHER)**

You are 40 and the father of two younger children as well as Sara and Kaia. You used to tell your daughters not to fight but they were always getting beaten up so you started telling them to fight back and they stopped getting beaten up.

You think your daughters acted appropriately in the situation with Maria in the science class last September. From what the girls have told you Sara was just trying to talk to Maria about her boyfriend cutting Maria off from her friends and Maria started the fight by punching Sara in the head. Then Sara got in trouble because of it.

You are mad at the school and the police for holding assault charges over Sara's head for this incident.

You think your daughters were the real persons harmed in the situation with Maria, and that Maria should apologize to them.

**8. TEACHER****9. MARIA'S COUSIN****10. PRINCIPAL****11. SCHOOL NURSE****12. OTHER STUDENTS**

**DAMAGE TO PROPERTY - BUICK (DIVERSION)**GENERAL INFORMATION

Maya Henry, just turned 18, was arrested for damage to property. She was diverted to the conferencing program to determine restitution. She has priors including truancy (3 incidents) and curfew (2 incidents).

The 12th of last month, this juvenile was witnessed throwing rocks at a 1965 Buick Skylark vehicle parked on the grass at 1111 Sexton Street. The witness was Joe Neighbor, who lives next door to the address. Juvenile ran when confronted by witness, who called the police. Juvenile was apprehended by officers a few blocks from site and identified by witness. Juvenile confessed to the rock throwing.

Damage was to the rear windshield and left rear passenger window. Both were broken out. There was paint damage to left rear quarter panel and trunk. The total damage estimated at \$1,800.

## ROLES - 6 including facilitator

### 1. FACILITATOR

### 2. VICTIM

You are a 68 year old man, never married. The house where the car was damaged is your house, which you have rented out to people for 4 years, since you moved in with your elderly parents to take care of them. The house is standing empty now because you haven't had time to deal with renting it out for the last year. Your father died 14 months ago and your mother died 3 months after he did. You still live in your parents' house -- about 4 miles from where this happened -- and your 65-year-old sister (who also took care of the parents with you) still lives there, too.

You are madder than heck at this hooligan young girl for damaging your vintage car! You have never understood young people, and today's kids are worse than ever with their drugs and delinquency. Six or eight weeks ago you caught some young people smoking in the trees at the back of the lot where your (empty) house is – just another example of kids being dangerous to you and your property!

You wonder where that girl's mother was when she was busting your car's windows. The police say it looks like she was there on more than one day throwing rocks. It's mothers letting their kids run wild that are causing all the problems today! You are especially upset because it never occurred to you before that someone could do something so mean to you.

You are now worried that this girl might come back and do more harm. You can't keep an eye on that house because you live 4 miles away and you've been tied up with trying to settle your parents' estates since they died. You've got too much on your mind to have to deal with worrying about hooligans like this!

You got reimbursed by your insurance company for all but the \$250 deductible, but you want the full amount of money (\$1,800) back so you can reimburse your insurance company so your rates won't go up and you feel you should have some compensation for all the trouble of dealing with the police, car repair shop, towing service, and insurance company.



### 3. **OFFENDER**

You are now 18 but you were 17 when you threw the rocks at the car. You live with your mother in a small house about a mile from the place where the car sits. You admitted throwing the rocks and damaging the car. You're sorry you got caught but only somewhat sorry you threw the rocks.

You felt nobody cared if you damaged the old car because it had sat there for years without anyone ever driving it. It's just an old wreck.

You know the old man owns the car because about 6 weeks before then he'd caught you and your friends smoking in the woods at the edge of that yard and charged at your group yelling at all of you that you were trespassing and he was going to call the cops. (You'd thought the woods were nobody's property.) It was in the back of your mind when you went back there that it'd serve him right if you got back at him by throwing a few rocks at his car.

Your mother's latest boyfriend left her not long before you started throwing rocks at the car. You felt she was taking out her anger at him on you; she even said "Maybe he would have stayed if I didn't have you around."

You didn't get caught the first time you threw rocks, so you went back the next week and threw some more. You didn't intend to break any windows, but the cracks turned into holes. Your mother is extremely angry and refused to come to the dialogue.

### 4. **AUNT OF OFFENDER**

Mother's sister, there to support your niece and mad at your sister for not supporting her, even if she did lose her temper.

### 5. **SISTER OF THE VICTIM**

There to support your brother, you think it's terrible that kids are so irresponsible today. Still, at 65 and just having recently lost your parents, a little damage to the car is not your top priority. You are much more concerned about feeling safe walking through the neighborhood and going to the grocery store. You don't know how the conferencing program can help, but you know it can't hurt.

**6. MINISTER TO THE VICTIM**

You have known the victim for more than 10 years. He attends church regularly with his sister, as did his parents before they got sick. He doesn't get involved in other church activities, even though most are aimed at older adults like him. The congregation has gotten smaller and smaller over the last few years and many of the older members are afraid to be out after dark or to walk through the neighborhood.

## **INTRAFAMILIAL THEFT**

### GENERAL INFORMATION

Sara, a 15 year old daughter of an Anglo mother and African American father, stole her mother's cash card out of her purse and used it to withdraw \$500. By the time her mother discovered the card was gone Sara had spent the \$500 on clothes, CDs, and goofing around with her friends. Her mother was very upset and called the police. It was decided that a group conference would be held to deal with the incident.

Sara's background is that she has two half sisters (Tanisha and Kamala) from her father's first marriage who define themselves as Black; her family moved to an all white neighborhood a year ago and she has had difficulty making new friends; she misses her old neighborhood and she was referred to a school counselor with depression last year; she frequently skips school with her 17 year old African American boyfriend from her old neighborhood; and she wants to move back to her old neighborhood to live with her father's sister (who is African American).

Her mother, Julia, feels Sara just needs to adjust to the move and make new friends, and Julia disapproves of Sara's continuing relationship with her boyfriend but will not say why. The parents' relationship is strained and the father is frequently absent from the house. The mother works at the suburban mall as a sales clerk and the father works at the post office.

## ROLES - 5-8 including facilitator

### 1. FACILITATOR

### 2. JULIA - VICTIM AND OFFENDER'S MOTHER

You are Anglo and work as a sales clerk at the mall. You and Sara's father were involved for a couple of years before Sara was born and you got married when she was 7 years old. He works at the post office but your relationship with him is strained and he is frequently gone from the home. Your family includes your husband's two daughters from his first marriage (Tanisha and Kamala - 18 and 19) who define themselves as Black; they say Sara picks on them all the time.

Your family moved to an all white neighborhood a year ago to get the girls into a safer neighborhood and into a better school. Sara has had difficulty making friends in the new neighborhood and she was referred to school counselors with a history of depression last year. Sara frequently skips school with her African American boyfriend from her old neighborhood and she wants to move back to her old neighborhood to live with her father's sister.

You feel she just needs to adjust to her new neighborhood and make new friends, and you disapprove of her continuing relationship with her boyfriend but you won't tell her why (he's been picked up a couple times on suspicion of theft but never charged; you think he's a bad influence and fear he's going to get her pregnant or into criminal activity but you don't tell her because you want her to think you don't trust her).

You love Sara but are very upset with her. You are tired of her attitude; this theft was it for you! Your feeling is: **THIS HAS TO STOP NOW!** You deserve her respect and you want her to start taking responsibility for her life.

### 3. SARA - OFFENDER

You are 15. You admit you stole the cash card out of your mother's wallet, got \$500 out of the cash machine and spent it on clothes, CD's, and goofing around with your friends at the mall. You know it was a dumb stunt, but you're still mad at your mother for driving your father away from the family and for the family moving to this white neighborhood and "better" school!

Your mother is Anglo and works at the suburban mall as a sales clerk. Your father is African American and works at the post office. You have two half sisters from your father's first marriage who define themselves as Black; you don't get along very well with them.

Your family moved to an all white neighborhood a year ago and you have had difficulty making new friends there. You miss your old neighborhood and you had to go to the school counselor because they said you were "depressed" last year. You frequently skip school with your African American boyfriend (age 17) from your old neighborhood, and you want to move back to your old neighborhood to live with your father's sister, who is African American.

Your mother feels you just need to get over the move and make new friends in this stupid new neighborhood, and she disapproves of your continuing relationship with your boyfriend but won't say why. You wonder if it's because he's Black.

Your parents' relationship is strained and your father is frequently away from the house. You love your dad and you miss him. You don't get along well with your mom and you blame her for your dad being gone from the house so much now.

You're upset about your parents talking about separating. If they do separate you don't know what will happen to you because you feel like you don't fit in with your mother, who's Anglo. You're also jealous of your half sisters because they're Black and not "some half breed" like kids at school call you, so you pick on your sisters regularly and then deny it to your mom.

**4. ROGER - OFFENDER'S FATHER AND VICTIM'S HUSBAND**

You are 45 years old, African American, working at the post office, married to Julia (who's Anglo), and you have two daughters from your first marriage who define themselves as African American (Tanisha and Kamala - 19 & 18). Your relationship with your wife is strained and you're discussing a separation. You stay away from the home a lot.

You and your wife Julia got involved 2 years before Sara was born (she is your daughter with Julia), and you and Julia got married when Sara was 7 years old (8 years ago).

Your family moved to an all white neighborhood a year ago to get your three girls into a safer neighborhood and for the better school there. Sara has had difficulty making friends in the new neighborhood and she was referred to a school counselor last year because she was depressed. She frequently skips school with her African American boyfriend (who's 17) from the old neighborhood and she wants to move back to the old neighborhood to live with your sister.

You are very angry about Sara's theft but you blame your wife for it happening, not Sara. It's Julia's job to keep track of the girls and she knows Sara's had a hard time since the family moved to this neighborhood. You feel Julia could have done more to help Sara adjust to the new neighborhood and to deal with her hard feelings about the move.

Sara's always been a handful -- not like your other two girls, who came to live with you after you married Sara's mother 8 years ago -- but her high spirits are part of her personality. You love her very much and want to support her through this.

## 5. OFFICER WASHINGTON

You are familiar with the family and were the officer who responded to Mrs. Huber's phone call to the police about the cash card theft.

You have spoken with the parents, Sara, and social services and learned the following: Sara, a 15 year old daughter of an Anglo mother and African American father, stole her mother's cash card out of her purse and used it to withdraw \$500. By the time her mother discovered the card was gone Sara had withdrawn \$500 and spent it on clothes, CDs, and goofing around with her friends. Her mother was very upset and called the police. It was decided that a family group conferencing would be held to deal with the incident.

Sara's family background is that she has two half sisters from her father's first marriage who define themselves as Black; her family moved to an all white neighborhood a year ago and she has had difficulty making new friends there; she was referred to school counselors for depression last year; she frequently skips school with her 17 year old African American boyfriend (who's been picked up a couple times on suspicion of theft) from her old neighborhood; and she wants to move back to her old neighborhood to live with her father's sister. Sara's half sisters, who are age 18 and 19 but smaller than her, say she picks on them all the time. Although Sara denies picking on them, when you were at their house you saw Sara tear into them in front of you; you're concerned about the possibility of Sara having an anger and/or abuse problem.

You're interested in seeing what this conference thing might result in with this family.

## 6. **TANISHA - OFFENDER'S HALF SISTER AND VICTIM'S DAUGHTER** (Optional Role)

Your stepmother is Anglo and works at the suburban mall as a sales clerk. Your father is African American and works at the post office. You are 18 and your full sister, Kamala, is 19; you are Roger's daughters from his first marriage, you both define yourselves as Black, and you've lived with your father, Julia and Sara for the last 8 years. You love Sara but she really gets on your nerves when she picks on you and Kamala! You feel sorry for her -- she seems so unhappy all the time and her boyfriend's a jerk -- and you wish you could help her.

Your family moved to an all white neighborhood a few years ago and Sara has had difficulty making new friends there but you and Kamala are doing okay. Sara was referred to a school counselor with depression last year, she often skips school with her boyfriend (age 17 and African American) from the old neighborhood, and she wants to move back to the old neighborhood to live with your father's sister, who is African American.

Julia, your stepmother, feels Sara just needs to adjust to the new neighborhood and make new friends. Julia also disapproves of Sara's relationship with her boyfriend (the jerk!) but she won't say why.

Your father's relationship with Julia is strained and your dad is often gone from the house. You're worried about the family staying together and getting along better.

You think Sara is being stupid and doing "stupid kid stuff" and you don't know why. You're tired of her always picking on you and your sister but you also wish you could help Sara find some peace.

**7. HANNAH SUPPORTER/BEST FRIEND OF VICTIM  
(OPTIONAL ROLE)**

You are Julia's best friend; you've known her forever because you grew up together. You were there in the room with Julia and Roger when Sara was born and you have known Tanisha and Kamala since they moved in with Julia, Roger and Sara. You know Julia has been pushed to her limit by Sara's stunts and you think it is shameful that Sara stole the card and money from Julia.

You are shocked that Roger is taking Sara's side when she was the one who did the crime -- and against her own mother!!

You're at the conference to support Julia. Your feelings are so strong that you interrupt the conference several times at the beginning.

**8. MR. OR MRS. JONES - SARA'S HOME ROOM TEACHER  
FROM HER OLD SCHOOL (Optional Role)**

You were Sara's home room teacher for two years at her old school and you and she have a good relationship still. She cares about your opinion and has asked you to be at the conference for her.

You were surprised when you heard that Sara stole her mother's cash card and money from the cash machine because you know Sara is basically a good kid. You supported her when she was in the alcohol dependency treatment program three years ago and you think she did okay in it even though she didn't finish the program.

You agree to come to the conference to support Sara and her family. You hope something can be worked out for Sara to avoid being prosecuted and having a criminal record.

## TRAIL BIKE THEFT

### GENERAL INFORMATION

A 14-year-old stole a bike from in front of Pizza Hut. The bike's owner claims the bike was locked in the garage and that a 35-mm camera was in a case under the seat. The youth feels bad about stealing the bike but s/he denies there was a camera in the seat pack and s/he feels strongly that s/he should not have to pay for the camera. Her/His parent, who will come with her/him to the conference, is highly embarrassed about their child stealing the bike and yelled at the child in front of you at the pre-meeting about what a terrible embarrassment it is to the family. On the other hand, the parent strongly believes it would not be fair to make his/her daughter/son pay for the camera since s/he did not take it. You believe the parent may have trouble keeping quiet.

The victim is furious about the bike theft wrecking her plans to go on a 3-week bike trip with her friends that she planned for so long. She wants to meet with the offender so she can "give him/her a piece of her mind!" She is absolutely certain her camera was in the seat pack and she wants to be paid for it as well as her other losses.

There is an apparent discrepancy: The victim says the bike was left in her locked garage when she left town on a business trip, but the juvenile and Pizza Hut employees say it was parked, unlocked, outside Pizza Hut for 2 days before offender stole it from there.

## ROLES - 6 including facilitator

### 1. **FACILITATOR**

### 2. **VICTIM**

You and your friends have been planning a long bike trip across several states for over a year. Because your bike was stolen and damaged you can't go on the trip now, so you are VERY angry and VERY upset.

You left for a business trip on a Tuesday and returned home on Thursday. You didn't discover your garage door's lock had been jimmied and the bike stolen until Saturday. When you called the police they already had the bike at the station because they had caught the offender with it on Friday after a Pizza Hut employee saw the offender take it.

You've been training extensively for months for the trip and you were going to leave to start the 3-week trip cross country a few days after you discovered the theft.

Your bike was too badly damaged for you to be able to ride it on the trip. After all that training you had finally gotten your leather bike seat molded to a comfortable state and your bike's seat, handlebars and pedals adjusted to the best places for you for long rides, so you couldn't just go out and buy another bike to ride on the trip.

You bought a pack that fit under the bike seat for the trip, and your 35mm camera was in the seat pack when the bike was stolen from where it was parked in your garage.

You didn't take a vacation last year so you could save up enough vacation time and money to go on the long bike trip with your friends. You paid in advance for the hotel rooms for the bike trip but you were able to get that money back. Your out of pocket expenses were \$500 for the bike and equipment on it and another \$150 for the camera.

### 3. OFFENDER

You are a 14 year old, white, suburban resident. You live with both of your parents and two younger brothers in an apartment.

You have never been in trouble before and your parents are very angry with you. You've been grounded for two months and your parents have worked your tail off around the house during that time. You are not allowed to talk on the phone or hang out with your friends who were with you when you stole the bike.

You know what your victim feels like because the whole reason you took the bike in the first place was because your bike had been stolen and you were the only one of your friends that didn't have a bike. Your friends dared you to do it. You didn't think you'd get caught because the person who stole your bike never got caught.

You know stealing is wrong. You know you did a "bad thing". You took the bike on Friday after you and your friends had seen it parked outside the Pizza Hut, unlocked, for two days. When you got caught you crashed with the bike and it got damaged (but you were not injured).

You are willing to work to earn the money to pay for repairs to the bike if it's possible to repair it, but you never saw a camera with the bike. It wasn't in the seat pack when you took the bike from the bike rack at the Pizza Hut. You are not willing to pay for something you didn't do.

#### 4. **OFFENDER'S PARENT**

You have very strong feelings about two aspects of this case:

- 1) You are absolutely mortified that a child of yours would be caught like a common thief riding a stolen bicycle! Your first thought when you heard about it from the police officer who brought your child home in a squad car is still your primary thought, "The neighbors will think it's my fault s/he did this!"
- 2) It's bad enough that your son stole an expensive bicycle; you believe her/him when s/he says s/he did not steal a camera from the bike, and you wonder if the bike owner is trying to get compensation for something that really wasn't there.

You grounded her/him for 2 months, during which s/he was kept constantly busy doing cleaning and maintenance around the house. S/He was never out of the sight of you or your spouse except while s/he was at school for those two months.

#### 5. **COWORKER OF THE VICTIM**

You have been working with her for several years and training with her to help her get ready for this bike trip. You offered her your bike to take on the trip, but it was not good enough quality and didn't fit her quite right. You know she's a little compulsive about details and you believe her when she says it was behind a locked door and it held the camera. You just want to support her because she's so upset about the loss.

#### 6. **PIZZA HUT EMPLOYEE**

You know the child who took the bike was wrong, but you thought there was something funny about the bike being outside unlocked for two days. You were accused once of taking money when you didn't and you don't want this child to be accused of something they didn't do.

Also, if someone else stole the bike, it might be a regular customer at Pizza Hut and that's a little scary to you.

**THEFT FROM A MOTOR VEHICLE (POST ADJUDICATION)**GENERAL INFORMATION

At 9:00pm last Saturday night a neighbor saw an African American youth breaking into a car parked on the residential street under the street light. The neighbor called the police. The 15-year-old boy was picked up and confessed to the police on Tuesday. It was decided that a group conference would be held to deal with the incident.

These items were taken from the car:

- Not recovered - Briefcase and contents: \$436 - cell phone and battery, appointment calendar, electronic calculator, pager, and important papers
- Recovered but with a ripped sleeve - Black leather jacket: \$350.
- Recovered - Three CD's: \$60

Additional loss - Driver's side window: Insurance paid all but \$100 (the deductible) of the cost.

## ROLES – 6 including facilitator

### 1. FACILITATOR

### 2. MR/MRS COLE, MARIO'S PARENT #1

Mario is 15; this was his first offense although he was picked up at age 12 for drunk and disorderly conduct but the charges were dropped. Mario lives with you, the other parent, and his two older sisters who are both high school graduates (one is in beauty school and the other one is a secretary). You live in a solid, working class neighborhood. If you are Mario's father: You are a teacher. If you are Mario's mother: You have never worked outside of the home but you graduated from high school.

Mario and his mother are very close. When he was younger they had many interests in common such as singing and painting. Mario is short and has never been athletic. His father lettered in football in college and has pushed Mario to take up some sport. His mother often takes his side because she feels his father is too hard on him and expects too much from him.

Mario and you and your spouse frequently fight over his choice of friends, who are all African Americans from the poorest neighborhoods in the city. None of them are in school and they do not appear to have jobs. Since hanging around with this crowd Mario's appearance has changed. He walks very slowly, leaning to one side and appearing to drag his foot, he has pierced his ear and often wears a black scarf-like turban. He wears his pants so low on his hips that they look like they will fall off. You and your spouse have no idea why he would choose to hang around with that crowd, and you can't talk to Mario about it without fighting.

You were shocked at the crime and you want to make sure Mario understands the seriousness of his actions. You are disgusted with Mario.

In the conference at first you are very angry. After hearing from all the participants you look at Mario and admit "I was surprised by what happened." Then you talk about your disappointment with his behavior and your worry about how this will affect Mario's future (school, jobs, etc.).

### 3. **MARIO, OFFENDER**

You are 15; this was your first offense although you were picked up at age 12 for drunk and disorderly conduct but the charges were dropped. You live with your parents and your two older sisters who are both high school graduates (one is in beauty school and the other one is a secretary). You live in a solid, working class neighborhood. Your father is a teacher; your mother, a high school graduate, is a full time homemaker.

You and your mother are very close. When you were younger you had many interests in common such as singing and painting. You are short and have never been athletic. Your father lettered in football in college and has pushed you to take up some sport. Your mother often takes your side because she feels your father is too hard on you and expects too much from you. You have told people that your father has hit you, but no one else has ever seen it or any bruises.

You and your parents frequently fight over your choice of friends, who are all African Americans from the poorest neighborhoods in the city. None of them are in school and they do not appear to have jobs. Since hanging around with this crowd your appearance has changed. You walk very slowly, leaning to one side and appearing to drag your foot. You have pierced your ear and often wear a black scarf-like turban. You wear your pants so low on your hips that they look like they will fall off. Your parents have no idea why you would choose to hang around with that crowd, and they can't talk about it without fighting.

You admit you did it but you don't see what the big deal is about the car break-in. When caught, you still had the 3 CD's and gave them back. You had sold or given away to friends the pager, cell phone and calculator in the briefcase and thrown away the briefcase with its papers. You still had the black leather jacket but somehow one sleeve has gotten ripped. In your heart you know the reason you did it, and the reason you're hanging out with those particular friends, is because it's the opposite of what your family expects of you and it's a way to get even with your dad.

At first at the conference you are smiling and acting very nonchalant. Then, after hearing from the others you realize how you'd feel if you had a

car and it was messed with. You feel ashamed, realizing the harm you have caused to everyone.

#### 4. **BRAD, VICTIM**

You are the 23 year old, unmarried, Anglo car owner. You are outraged by the theft and think the conference is a good idea.

You are particularly pissed off by the car break-in because it's the 3rd time your car has been broken into in the past two years! You don't have a garage to park in at your apartment so you have to park it on the street, where Mario found it and broke into it.

At the conference: You start out really mad at Mario and about the other two car break-ins you've had and you're there to give Mario a piece of your mind! Later, after you see Mario come to understand what you've suffered with this you realize how brave it was for him to come here and face you and you admire that.

#### 5. **CINDY, VICTIM'S GIRLFRIEND**

You are angry about the theft; it's the 3rd break-in to Brad's car in the past 2 years! You are doubtful that anything much will come out of the conference but you have agreed to come to support Brad because he wants to do it.

You lecture Mario at the conference a little bit about how he should learn to treat other people's property with respect and how he should pay Brad for what he did.

**6. MR/MRS COLE, MARIO'S PARENT #2 (Optional 6th Role)**

Mario is 15; this was his first offense although he was picked up at age 12 for drunk and disorderly conduct but the charges were dropped. Mario lives with you, the other parent, and his two older sisters who are both high school graduates (one is in beauty school and the other one is a secretary). You live in a solid, working class neighborhood. If you are Mario's father: You are a teacher. If you are Mario's mother: You have never worked outside of the home but you graduated from high school.

Mario and his mother are very close. When he was younger they had many interests in common such as singing and painting. Mario is short and has never been athletic. His father lettered in football in college and has pushed Mario to take up some sport. His mother often takes his side because she feels his father is too hard on him and expects too much from him.

Mario and you and your spouse frequently fight over his choice of friends, who are all African Americans from the poorest neighborhoods in the city. None of them are in school and they do not appear to have jobs. Since hanging around with this crowd Mario's appearance has changed. He walks very slowly, leaning to one side and appearing to drag his foot, he has pierced his ear and often wears a black scarf-like turban. He wears his pants so low on his hips that they look like they will fall off. You and your spouse have no idea why he would choose to hang around with that crowd, and you can't talk to Mario about it without fighting.

You still can't believe Mario did this, but you are willing to come to the conference because you understand that Mario is in trouble.

In the conference, at first you cannot believe Mario really did it of his own choice; you think that at most his friends made him do it. After hearing from all the participants you realize that Mario chose to commit the crime and has caused a lot of harm to everyone, including your family. You tell Mario that his doing that has hurt you, your spouse, his sisters, and the other family members and friends who have such high hopes for his future.

**STOLEN TRUCK**GENERAL INFORMATION

Erin, a 15-year-old boy who lives with both parents, stole a truck from a driveway in a nearby neighborhood. Although two friends were nearby, he was the only one who actually got into the truck. He drove it through a local fast food restaurant drive through, then took it for a ride and when trying to put it back where he got it, misjudged a turn and ran it into a neighbor's tree. It cost \$600 beyond insurance to fix the truck and it took a week. The owner is a freelance roofer and was unable to work while the truck was in the shop.

**ROLES** – 6 including facilitator**1. FACILITATOR****2. ERIN, OFFENDER**

You are a 15-year-old boy who lives with his parents. You go to school, but don't do so well grade wise. You don't get into much trouble at home or at school, but you spend most of your time with your friends, some of whom have broken into cars, trespassed and shoplifted beer and cigarettes. You don't think those things are right to do, but you don't think they're a big deal either. Your friends dared you to steal the truck and it was exciting at the time. Now you wish you had never done it.

**3. ERIN'S MOTHER**

You are there to support Erin, but don't understand why he would do such a thing. He's never been much trouble to you, but lately he seems remote and out of touch. You don't know his new friends and he doesn't seem to spend any time at home anymore.

**4. ERIN'S FATHER**

You are angry with Erin for stealing the truck, but you don't think it's a big deal – boys will be boys. Still, it doesn't seem like Erin to do something so wrong. You are there to support him, but also to make sure he doesn't get railroaded into doing more than he has to.

## 5. **JOEL, VICTIM**

You are angry that your truck was stolen and damaged. It cost you five days of work as a roofer. You intend to let Erin know that what he did was a big deal, at least to you.

At the conference, you find yourself looking at Erin and worrying that he might follow in your footsteps. So, with some hesitation you tell him your story. You, too, had stolen a vehicle when you were fifteen, but you did not stop at that. You told him that over the past fifteen years you had spent eight of them in juvenile institutions or prisons. You told him that you have been out of prison for four years now and had gotten a good job and are working hard to be an honest citizen. You tell Erin how you hoped for a better life for him than he had had.

You explain to Erin that the money to repair the truck was not as important as Erin getting something from this was was.

## 6. **JOEL'S WIFE**

You are upset about the truck being damaged and the loss of work. After a long time trying, Joel finally has steady work and the two of you want to start a family. You met Joel through a church group and the two of you are very active in the local church. Joel donates building repairs and you help some elderly folks who can't get out much.

Money is still tight and this is a real blow to you. Still, when you look at Erin, all you can think of is that he could have killed somebody in that truck. You want to shake some sense into him.

**DUI WITH INJURY (POST DISPOSITION)**GENERAL INFORMATION

Jason, a 17-year-old was driving his newly purchased car around with two other friends. They had been drinking beer for about two hours when they pulled into the neighborhood McDonalds around midnight because they knew some friends would be there. Jason was already in trouble with his mother for breaking curfew and drinking on another occasion and he wasn't supposed to be using the car at all. He knew that she was out with her boyfriend for the evening but figured they would be home shortly after midnight. He knew he had to get his car home and pretend that he had been home all evening. Jason told his friends to get out of the car and ride home with another friend, which they did.

As Jason was backing out of the parking lot, he felt like the car had hit something. He turned around to look and saw people running towards his car. Jason got scared. He put the car in gear and took off.

About 2 hours after he got home, the police came to the door. He was questioned because a 25-year-old man had been hit at the McDonald's and the driver and taken off. The police officer took Jason down to the station and administered an intoxilator test. Jason showed .12 alcohol.

Jason was held in detox for the night, seen in court the next day and released to his mother. Two months later Jason was seen in court for DUI He was placed on probation and ordered to have a chemical assessment. He was also ordered to either a written apology or a conference depending on the victim's wishes. The man that he hit, David Jones, was not in court. Not much was said to Jason except that the man had a badly broken leg and had been in the hospital for quite some time.

The conference takes place after two preparation meetings with Jason and two with David and his supporters. It is 5 months after the incident at McDonalds.

## ROLES – 6 including facilitator

### 1. **FACILITATOR**

### 2. **JASON:**

He feels that it was only an accident. It could have happened to anyone because it was late at night, the parking lot was not well lit and after all, he was in a hurry because of his mother. He is trying to minimize the issue of drinking from his mother because she has threatened to place him in treatment after the assessment showed that he was a problem drinker, He feels bad that he hurt the man but and would like to tell him that he is sorry,

### 3. **JASON'S MOTHER**

She is SO angry and so disappointed in Jason. This drinking has gotten way out of hand. She is particularly worried because Jason's father is a recovering alcoholic. She knew him in high school and this is the way he started as well. She wanted the court to place him in treatment but they would not. Based on the chemical assessment that found Jason to be a problem drinker, the probation officer is arranging for him to attend an outpatient facility. She is extremely worried about having to pay for the man's medical costs. Her insurance company has already contacted her and there is lot of red tape to work out.

### 4. **JASON'S FRIEND**

He had been with Jason that night and they have been friends for most of their lives. He knows that Jason was in a big hurry to get home and feels that Jason wasn't that drunk- at least not that night. However, hie is getting concerned about Jason's binge drinking, He wants to protect Jason but he also is concerned about him.

**5. DAVID JONES, THE VICTIM**

David was taken by ambulance directly to the hospital. His leg was crushed in numerous places and he has had three surgeries in the first three months. Over the past two months he has been in therapy but the doctors tell him that he will never regain normal use of his leg. His auto insurance has paid for most of the hospital bills except he has out-of-pocket costs because he ran through all of his sick hours at work and missed about 30 days of work. That means that he has about \$2000 out-of-pocket cost so far and still more to go. At first he was angry. But he is a pretty introspective guy and feels that perhaps there was a reason that this happened. If he can help Jason with his drinking then all is not lost.

**6. DAVID'S GIRLFRIEND**

She is angry and not at all as forgiving as David is, She has been with him for all of the surgeries, driven him to therapy, and basically taken care of him. She has two kids, ages - 2 and 5 and has had day care costs totaling about \$500 so far.

**TOBACCO**GENERAL INFORMATION

Angela and Bruce were cited for smoking and tobacco possession outside the local theater last Sunday. Both had cigarettes and Bruce had chewing tobacco. Both are 16 and play soccer at the local high school. A conference is to be held with the following attendees:

**ROLES** - 6 including facilitator**1. FACILITATOR****2. BRUCE, OFFENDER**

You think this is really dumb. You have been using tobacco since you were eight just like everybody else in your family. Most of your relatives die young so you don't think much of the health care scare tactics of the anti's. You want to pay a fine and move on.

**3. ANGELA, OFFENDER**

Like Bruce you think this is pretty dumb. Don't people have better things to do? How about all the real crime out there? You have never been in trouble of any kind and now your parents think you are headed for jail or something. You do feel bad about how hurt they are by this. You are also worried about the soccer team and how this will affect that.

**4. BILLY, BRUCE'S PARENT**

You are really opposed to these tobacco laws and you are here to vent about this waste of tax dollars. **AS YOU COUGH**—you say that you have smoked and chewed for over 35 years and are healthy as an ox. Let the boy be and let's go home. You do wind up acknowledging that most of your relatives die young from heart attack, stroke or emphysema.

**5. SAM, ANGELA'S PARENT**

You are shocked at Angela. You do not want to think of her as a bad girl but you are frightened she is headed down the wrong path. You want her to stay away from Bruce too. You tell Angela how your friend was recently arrested for selling tobacco to a minor. She had to pay a \$500 fine and do 30 hours of community service. You think Angela should have a fitting penalty as well. You don't much care about Bruce as long as he stays away from Angela.

**6. JIMBO JOHNSON, COMMUNITY REC SOCCER COACH**

You taught both these young soccer stars how to play. You are worried they could get kicked off the school team. You know that the school has found out about this and there will be some kind of sanction. You remind them that your rule is you smoke, chew or play but not both. You are very disappointed in both. You tell Bruce he is good enough to get a college scholarship and that may be the only way he could ever afford college. You show Bruce and his parent a cost sheet you have done figuring out how much money they will spend on tobacco from the time Bruce was born to the time he would start college. You compare that to the cost of the state university for four years. You point out they could have paid for Bruce to become a doctor if they had put that money into investments instead of tobacco. You agree on the idea of a fitting penalty but insist that both get equal treatment. You also think both should write a research paper on tobacco and its affects on the human body and you want both to visit a cancer ward to observe first hand what tobacco can do.

**DAMAGED HELMET**GENERAL INFORMATION:

Jacob, age 15 admitted to a theft and criminal damage to property. Matthew, the victim, is a 13-year-old boy who attends the same school. Matthew is considered a vulnerable child because he suffered severe medical complications include a stroke as a result of a premature birth. He must wear a helmet when riding his bike because he has poor balance and a failure to wear the helmet could result in a fall that could kill him. The offense involved Jacob pushing Matthew off his bike and grabbing the helmet and then smashing it to the ground. Matthew was not injured.

Matthew's mother had committed suicide two years earlier and Matthew's father was the sole support and parent to Matthew and his 12 and 8 year old brother and sister. Matthew's father was contacted prior to court and he told staff that he would like to meet with Jacob because he would like him to know how this has effected Matthew and his two siblings.

Jacob was court ordered to participate in conferencing.

## ROLES - 7 including facilitator

### 1. **FACILITATOR**

### 2. **JACOB**

Jacob took the helmet because other kids egged him on. He has taken full responsibility because he won't 'rat' on a friend. He knows it was wrong to pick on someone with a handicap.

### 3. **JACOB'S MOTHER**

Jacob's mother sees that the incident has affected her family as well. His actions made her and the whole family look bad. She is glad for the opportunity to participate in the conference because it will give Jacob a chance to make up for the trouble he has caused. Kids at school have claimed that Jacob was spreading jokes about Matthew's mother. Jacob has told her that he never did that, and that he has told kids to 'knock it off' but that some of them have persisted. She hopes that he can set this straight with Matthew and his father. Jacob has a friend who has a disability, so she doesn't understand why he did this.

### 4. **MATTHEW**

Matthew is substantially hearing impaired and lacks motor skills on the left side of his body. He has a hard time walking and can fall over so he must wear a helmet whenever he rides his bike. He is used to people staring at him and making jokes about him, but he is not used to having his things stolen. He tries to blend in and not get noticed. He just wishes people would leave him alone.

### 5. **MATTHEW'S FATHER**

He said that he is a single father and works full time. He had to take off time from work the day that this happened to pick up Matthew from school because Matthew could not ride his bike home without the helmet. He wants Jacob to know about the medical conditions that Matthew lives with and how they complicate his life. He also wanted Jacob to know that he was not angry with him. He understood that he had made a mistake and he wanted Jacob to learn from the mistake. He remembers making a similar mistake when he was young.

## 6. **SCHOOL COUNSELOR**

The counselor knows both Jacob and Matthew. She believes that Jacob is a good person, but is working at being a part of the popular group at the school. She believes that Matthew is fragile and that he works hard to fit in, but that he is traumatized by the teasing of the other students.

## 7. **MARY**

Mary is Matthew's 8 year old sister. She, Matthew, their brother and their father are a very close family, especially since their mother died. Mary is very protective of Matthew and although she is younger and smaller she tries to watch out for his safety. She was angry and scared when she heard about his damaged bicycle helmet. Mary wants to be part of the conference, and Matthew and their father are glad she is attending.

## VACATION BURGLARY

### GENERAL INFORMATION

Mrs. Olson arrived home from vacation without her husband and son who stayed behind. She found that her house had been broken into and both cars were stolen. Other items eventually found to be missing were some jewelry, her checkbook, and items of her son's. Also damaged was the door jam. The vehicles were both found but not damaged and no restitution is required for them. Her biggest issue was the checkbook because three or four checks were written at different businesses like Dominos and McDonalds and she has had a miserable time getting it straightened out. She has been unable to cash checks or use her ATM card because she reported the checkbook stolen and the account has been frozen. She has now opened a new account, but it has been a major headache.

Tom is one of two people charged with the burglary. The second person, Andy, has denied the charges. Only Tom will participate in the conference. Tom is a friend of her son and used to eat dinner at their house and go the lake with them.

## ROLES - 6 including facilitator

### 1. **FACILITATOR**

### 2. **TOM, OFFENDER**

You are a 15-year-old boy charged with the burglary. You knew that the Olsons were leaving for vacation and you felt you were entitled to go into the house to retrieve a video game that you left there earlier when hanging out with their son. After all, you'd been there lots of times before. When another friend heard you were going over there, he started talking about taking one of the cars for a ride. Since they weren't home to use them, they'd never know. Before you really gave much thought to it, the two of you were entering the house and taking a car. You really didn't break in because you knew the sliding door had a funny latch and that if you played with it a little you could just open it up. You also looked through the house just to find the video game that you eventually found and took. You don't really know of any other things that were missing, but you figure your friend Andy took them. You did remember that he took the checkbook because you and Andy sort of gave the checks to someone else, but you didn't have anything to do with cashing them.

### 3. **BONNIE, TOM'S MOTHER**

You are very upset with tom. You can't believe that he would do this and you vacillate back and forth between defending him and jumping all over him. Life hasn't been easy since the divorce and Tom has really missed his father in his life. Tom frequently mentioned Mr. Olson and seemed to envy not being able to have a dad like that. All that you know is that between trying to work 40 hours a week and sometimes more, on a split shift no less, you feel overwhelmed. Tom and his brothers can be a handful. You just want someone to give you a break. The Olsons have a nice home and two parents and the whole American Dream thing. How does that compare with your life!

#### 4. MRS. OLSON, VICTIM

You feel extremely violated and disheartened by this offense. You feel violated because you do not know where Tom went when he was in the house or what other kids were in the house. Nor do you know what they did in the house. Since some of your jewelry was found on Tom, you can only assume that he was in the bedroom. You feel disheartened because you had treated Tom like a son. You even remember taking him to the medical clinic one time when he fell up at the lake and gashed his arm.

And then there are the checks. You know that Tom did not get charged with check forgery because no one knows who cashed the checks, but she believes that Tom either knows who cashed them or did so himself. Either way, it is his fault. Now you have a mess on your hands and you want Tom to know that. The businesses suffered losses due to the check and who is going to pay for that?

Then there are the vehicles. You got home and didn't even have one car to drive. Tom or his friends took both of the cars. Did he ever think about what he was doing? What was he going to do with the cars. And, does he have any idea how hard it was for her to get the cars back? You had to get a friend (two days later) to drive you to the impound lot and then pay an impounding fee and a towing fee (\$125 per car) to get them back. Currently, Tom is not allowed in your house or on your property. You simply do not feel that he can be trusted. You do see him frequently, however, because he hangs out with the neighbor kid across the street.

## 5. MR. OLSON, VICTIM

You were very upset when your wife called and told you that you were burglarized. After all, you were 1500 nukes away and you felt that you should have been there. A day or so later when you found out who did the burglary, you got even angrier because Tom is a friend of your son's. They had done all kinds of things for him in the past. Because of this you curtailed your vacation, which was supposed to be some quality time with your son. Unfortunately, your wife had to take care of all the mess with the cars and deal with the bank because you couldn't get home as quickly as you wanted to because you couldn't get a flight.

You want to know why Tom would do this to you. Right now, you don't want Tom anywhere near your property. Your wife sees him nearly everyday because he visits the boy across the street. She feels badly because they have banned him from their property and because basically she thinks there is a good kid in there somewhere. You want restitution for the costs incurred including the \$250 for the impounding of the cars. He also wants Tom to know that driving their cars without a license was very dangerous and that someone could easily have gotten killed.

## 6. SAM, THE OLSON'S SON

You are confused. You are upset that your parents are upset and that your vacation was cut short. You love your mother and hate it that she came home and found all these problems to face all by herself. You had been looking forward to the time with your dad for months. Still, you've known Tom for a long time and you thought he was a good guy. Tom's had a lot of problems too - especially since his dad left. His mother works all the time and they still have trouble paying their bills. His brothers are never around and Tom feels pretty alone. You were glad to have him do things with your family, and you thought he was more like a cousin than a friend. You can't believe he would do this to you and your family.

## **FLYING MISSILE**

### GENERAL INFORMATION

George, a 13-year-old boy, was living in a modest home with his mother and younger sister. One afternoon, after school, George was up on the porch with a friend when Diane, a 13-year-old girl came walking by with her younger brother and sister. George and Diane had been together in a class several years ago, and they had several conflicts at that time. Since then George had gone to another school and didn't see Diane except when she occasionally passed his house.

At this point some things are not clear. Diane says she was just walking by, minding her own business when George showed her a knife and threatened to kill her. George claims that Diane said some inflammatory comments to him and he became angry, but did not have a knife or threaten her life. They both agree that Diane began to run and George picked up a brick and threw it at her, hitting her in the back.

Diane and her siblings found a public phone and called her mother. Mom picked her up and took her to the police station to file a report. An officer was called in from patrol to handle the case and photographed a bad bruise and swelling on Diane's back. The officer went to George's house and asked him to have his mother call so George could be interviewed in her presence.

George admitted to throwing the brick and claimed he did it in response to the taunts from Diane. The officer cited George, and since George had a prior diversion for some minor shoplifting, he was not eligible for another diversion. He, therefore, had a court hearing in which he was granted a deferred adjudication and was referred for community conferencing.

## ROLES – 6-9 with one facilitator

### 1. **FACILITATOR**

### 2. **GEORGE, OFFENDER**

Your name is George. You are 13 years old and are enrolled in a public school. You live with your mom in a modest house in a nice neighborhood. Your parents have been divorced for three years and your father is remarried. Your parents get along fairly well now, and you get along well with your stepmother, but you don't see your father very often and your mom is very busy working to support you and your nine-year-old sister. You have to spend a lot of time after school hanging around the house to watch your sister rather than to be out playing with your friends. You are a good student, and except for an incident a few years ago in which you got caught for shoplifting some candy, you have not been in trouble and are considered a good, thoughtful boy. You are generally polite, yet can also be spirited.

You and Diane (victim) knew each other in school a few years ago and never did get along. You always thought she was too "goody-goody" and kissed-up to the teachers. She passes your house regularly, and you have had words with each other before. If she hadn't called you names, you wouldn't have lost your temper. You are sorry for having hurt her with the brick and tried to tell her that fight after you had thrown it. You have already been grounded by your parents, and you don't quite understand why you have to be at this conference.

### 3. **BETTY, GEORGE'S MOTHER**

You, Betty, are a lively, opinionated woman who is working hard to support her family since her divorce three years ago and make a new life for herself. There never seems to be enough time. Sometimes you take care of the stress with alcohol. You love your children and are concerned and shamed at George having gotten into this situation. What other people think of you and your family is of great concern. You thought you knew your children well, and this incident shakes you to the core since George came within a whisker of causing great harm and affecting his life forever. You now want to take greater control and really, really make sure that he will never get into trouble again.

**4. BOB, GEORGE'S FATHER**

Your name is Bob. You are a truck driver and work long hours. You are trying your best to spend time with your children and to be attentive to your new wife. You are a very rational person who tries to analyze everything. Your method of dealing with anger is to try to analyze the situation and see where different decisions could have been made to head off a confrontation. You try to cooperate with Betty to make decisions regarding the children. You would much rather be taking care of this situation within the family than have it aired out in public. This is very difficult for you. Like Betty, you have become worried about George and the kind of parenting job you have been doing. Trying to help George, you try to keep focusing the attention to the role Diane played by taunting George.

**5. DIANE, VICTIM**

Your name is Diane and you are also 13 years old. You are very studious and might perhaps seem "prissy". You are quiet, polite, and helpful, a "perfect" child. Last year you left the public school system to go to a private school; so although you had been in classes with George in the past, you no longer are. You live with your mom and dad and two younger siblings. Your parents are very loving and supportive, and they do tend to be somewhat over protective. Since this incident, they are hovering over you even more. You wish this situation would go away and all you want from George is an apology. You are embarrassed that your parents want more to happen to George.

**6. CAROLE, DIANE'S MOTHER**

Your name is Carol. Being a good mother is the most important thing in the world to you. You have three children: Diane (13), her younger brother (10), and her sister (6). Your husband is a good provider, but you like to get out of the house at times, so you have a part time job. This incident has really upset you. Diane came really close to being seriously hurt. It made you realize that incidents like the shooting of kids in schoolyards could really happen. Now you are afraid to let your children go out by themselves. You're really scared until they come back safely. Your husband, Dan, has been very supportive, but he's worried too. It's a very anxious time for you. You're angry with George for causing you to feel this way, and while you realize he's just a kid you want to make sure that somehow he realizes how much pain he has caused you and your family.

**7. DAN, DIANE'S FATHER (Optional)**

Your name is Dan. You are a computer engineer and are quite involved in your work. Yet you manage to be a good father and love your children and want to protect them. Like Carol, this incident has made you realize just how easily disaster can strike. However, unlike Carol, as protective as you may feel, you also want your children to become independent. You struggle with being supportive to Carol and at the same time urging her to give the children some freedom. This is causing stress for both you and your relationship. You are really angry with George for having caused you family this pain and stress, and you want to see him punished severely.

**8. ARRESTING OFFICER (Optional)**

You are Officer Steve. You were called off of patrol to take this call. You have two teenagers of your own, so you can relate to the feelings of Diane and her family and at the same time have some empathy for George. With all the really serious crimes you see out there, this really doesn't rate very highly. You are annoyed at the time this incident has taken you away from being on the streets dealing with more serious matters. You're not really too happy being at this conference because it is taking more of your time - why can't they just give the some community service and get it over with?

**9. SANDRA, GEORGE'S NEIGHBOR (Optional)**

You are a neighbor of George's and a friend of his mothers. You have two children of your own and you do fear for their safety at times. But you also know George and feel protective of him in this situation. You keep trying to get the focus on the responsibility of the community to keep things like this from happening - "where have we fallen short as a society/community?" "What can we as a community do to keep this from happening again?"

**BIKE THEFT AND MINOR ASSAULT**GENERAL INFORMATION

One afternoon a few weeks ago a neighbor saw a young Anglo boy boldly walk into a yard and steal a kid's bike which was lying on the ground near the front door of the house. The neighbor called the police. A day later the Southeast Asian American boy who owns the bike caught the offender with the bike and confronted him. The offender admitted he took it, made some racial comments, and hit the bike owner several times, knocking him down. After the police picked up the offender it was decided that a group conference would be held to deal with the incident.

The conference coordinator contacted the following conference participants:

**ROLES** - potentially 8-9 with co-facilitators**1. CO-FACILITATOR****2. CO-FACILITATOR****3. NANCY, OFFENDER'S MOTHER:**

You are a single mother of two daughters (9 and 14) and Patrick (12). Patrick has had some attitude problems but no criminal activity before this.

You are extremely concerned about the theft and you can't understand Patrick's attitude at all! (Patrick thinks that because someone of Tran's race may have taken his bike he is justified in stealing Tran's bike.) It is true that he has had two bikes stolen, but it is also true that he asked for it: he had a bike lock for each bike and he was just too lazy to use it. At age 12 he is old enough to be responsible for his things.

It is definitely not okay that he took Tran's bike and you can't believe he beat up on poor little Tran when Tran caught Patrick with the bike. You grounded him from the phone and seeing his friends for a week for his actions and you're wondering what else you should do.

Stealing is bad enough, but hurting Tran like that is terrible! You're not sure what to do with Patrick anymore -- he's getting to be too much to handle.

**4. PATRICK OFFENDER:**

You are 12, Anglo and physically bigger than Tran. You admit to seeing Tran drop his bike outside his house and stealing it. You also admit you hit him a few times when he caught you with the bike a day later, but you think people overreacted a little about the fight.

Your own bike was stolen a month ago. It was the second one that was stolen from you. Everyone else has a bike, so you just took Tran's bike -- that's the way it is, kids steal other kids' bikes. You didn't know Tran -- you've got nothing against him. Your neighbor told you he saw an Asian kid messing with your bike right before it disappeared from the park. It could have been Tran, but who knows?

You didn't mean to hurt Tran when you hit him (when he caught you with the bike); you just wanted to get away so you knocked him down. At the conference you find out he had to go to the doctor after you hit him. He previously had two bikes of his stolen, and he thinks an Asian kid took the second one.

**5. TONY OR TONI - OFFENDER'S 14-YEAR-OLD SIBLING**

(Optional Role): You are 14. You are embarrassed and ashamed of what your brother did to Tran and how he thinks about Asian people! You are into equality and have friends who are Asian and African American. You think maybe Patrick ought to be sent away someplace before he hurts someone really bad.

You're tired of him bullying you and your little sister -- he's a big jerk. And it's embarrassing that people know you are related to him.

**6. YE - VICTIM'S FATHER:**

You emigrated with your brother from Laos. You are married and have several other children besides Tran.

You are very angry about what happened to your son and you are very interested in coming to this conference. You are not willing to ignore the facts in the case: theft, assault, and racist remarks to your son.

You are worried about crime in general and you feel anger and sadness that you are unable to protect your family. You came to this country for a better way of life, and now this happens!

You want everyone to know that your son is not involved in gangs. You want Patrick to learn about Asian culture -- to learn the peaceful nature and philosophy of the Laotian culture.

**7. TRAN - VICTIM:**

You are 12 years old, small in size, and the son of immigrant Laotian parents.

You just put your bike down for a minute to run into the house when Patrick stole it. You couldn't believe it was gone when you came back out! You were so mad that when you saw Patrick with the bike a day later you went right up to him and told him to give your bike back. He made racist comments and punched you several times in the face, knocking you down, and then took off on the bike. You're glad the police found him.

You are really angry. It doesn't sound to you like Patrick is sorry at all for what he did to you. Just because someone "thinks" an Asian kid took his bike is no reason for him to take yours! You had to earn the money to buy that bike. He could earn money to buy a bike, too!

It really hurt getting beat up like that and your family made you go to the doctor. Just because Patrick is bigger than other people is no reason to think he can do anything he wants!

You think he is a racist.

**8. VAN - VICTIM'S UNCLE:**

You don't understand Patrick stealing the bike and beating Tran, and you are sad about it. You think this conference is probably a waste of time but you agree to come because of your concern for Tran and for the rest of the family.

You are Tran's father's brother. You and Tran's father came to America at the ages of 12 and 14. Tell Patrick that trying to stay alive was your biggest worry, not worrying about having a bike to ride! Tell him that where you came from there was a war and people all around you were dead or dying, and point out how different Patrick's life is. Ask Patrick why he would choose to have violence in his life when people in other parts of the world risk death to escape violence.

**9. MRS. ELLER - VICTIM'S NEIGHBOR:**

Is an older person who has lived in the neighborhood for 35 years and now lives alone.

You are an older woman who has lived in the neighborhood for 35 years. You raised your children, your husband died, and now you live alone in the house.

You saw Patrick come right into Tran's yard and grab the bike that afternoon. You called the police and then Tran's house.

You wonder what has become of the neighborhood. You know there is an increase in crime but you always felt safe at home; now you're not so sure. You never saw Patrick before and you couldn't believe anyone could be so brazen as to just go steal something right out of the owner's yard in broad daylight!

You feel so bad that Tran got beat up when he caught up with Patrick! You feel like it was all your fault he got hurt; if you hadn't called the police and Tran's family Tran would be out of a bike but at least he wouldn't have been beaten! He could have been hurt really badly from what you understand.

You are concerned that Patrick may come to get even with you for calling the police, so ask Patrick about that.

## **CONSTRUCTION BREAK IN AND FIRE**

### GENERAL INFORMATION

Jacob, 14, and Chris, 13, break into a construction site and set fire to some scrap materials. They try to put out the fire and leave. But, the fire is not totally out and it spreads to the adjacent apartment building for the elderly. When Jacob hears about the fire the next day, he tells his parents. They call Chris's mother and together the boys report themselves to the local police.

Thirteen residents suffer loss, from smoke damage to actual fire damage. Several were evacuated and could not return to their homes for 8-10 days. Although the building repair is paid for by insurance, the residents live on low and fixed incomes, and the cost of replacing items burned or getting professional cleaning for the smoke damage is a real hardship – about \$200/person, \$2680 total.

**ROLES** – 8-12 including co-facilitators**1. CO-FACILITATOR****2. CO-FACILITATOR****3. CHRIS**

You are a 14-year who lives in a low-income urban neighborhood. With your friend Jacob, you thought it would be fun to get a close look at the construction site next to the apartment building for the elderly. Once inside, you thought it would be fun to set some of the discarded building materials on fire. After a few minutes you put the fire out and left. You had no idea the fire continued to burn and eventually spread to the apartment building until you heard about it the next day. You told your parents and they took you to the police to confess.

**4. JACOB**

You are a 13-year-old who lives in a middle class neighborhood near a low-income urban neighborhood. With you friend Chris, you thought it would be fun to get a close look at the construction site next to the apartment building for the elderly. Once inside, you thought it would be fun to set some of the discarded building materials on fire. After a few minutes you put the fire out and left. You had no idea the fire continued to burn and eventually spread to the apartment building until you heard about it the next day. You wanted to keep it quiet but Chris's dad called your mom and told her and she made you go to the police with them.

**5. SENIOR CITIZEN**

You are one of 13 senior citizens who lived in the building damaged as the fire spread from the construction site. You are afraid all the time now, and some of your fellow residents won't leave their apartments and others can't sleep at night. You are not only afraid of another fire, but you are afraid that Chris and Jacob and others like them will bring other bad things into the neighborhood.

**6. SENIOR CITIZEN**

You are the second of 13 senior citizens who lived in the building damaged as the fire spread from the construction site. You are afraid, but more than that, you are mad. You have a list of all the costs to the residents and the total is \$2680. Building repairs were mostly covered by insurance, but the men and women in the building live on small fixed incomes and the losses were a real hardship. It averages about \$200/person and for some of them, it means they can't afford to make the repairs or replace the items lost and still pay their rent and buy food. You think the parents should be held responsible.

**7. CHRIS'S MOM**

You can't believe that Chris was so stupid. You work two jobs and raise Chris and his younger sister on your own and you know he has too much time on his hands. Still, he's a good boy, goes to school and gets good grades, and you never expected something like this from him.

**8. JACOB'S DAD**

You are very disappointed in your son Jacob for setting the fire, but proud that he told you about it and took responsibility for his actions. He is sincerely sorry and you believe that the conference will help him find a way to make it better. You want him to take responsibility, but you will do whatever it takes to help him.

You and your wife have been having difficulties for a while, but have decided to hold the family together at least until the kids are out of school. She is not at the conference because she thinks there should have been an easier way to handle this – like writing a check to cover the expenses.

**9. JACOB'S SISTER (Optional)**

You are there to support your brother. The fire was a dumb thing to do and, as the older sister, you feel that you should have been there to stop it. You wonder if he is getting into the wrong crowd at school or if there's something else bothering him. Your parents have been having some problems and you think that might be on his mind.

**10. APARTMENT COMPLEX MANAGER (Optional)****11. SCHOOL COUNSELOR (Optional)****12. CONSTRUCTION SITE FOREMAN (Optional)**

**BURGLARY OF DWELLING (POST ADJUDICATION)****GENERAL INFORMATION**

A 16 year old Caucasian male, together with a 19 year old Caucasian male companion, entered the home of this victim at approx. 2:15 a.m. December 28<sup>th</sup>. The pair was seen by a neighbor who called the police. The pair attempted to flee on foot. The juvenile was caught 2 blocks away from the house. The adult was able to get away and has not yet been apprehended. There is a warrant out for his arrest. It is suspected he has left the area. The juvenile offender has been cooperative.

The charge is 2nd degree burglary. Items taken total approx. \$12,300.00 value:

- Jewelry
- VCR
- Car Phone
- Lap Top Computer

Most of the merchandise has been recovered. Those items that were returned were returned in good condition. Insurance paid all but the \$500 deductible. The following items are still missing:

• Gold cross & chain value unknown	\$ 90.00 est.
• 2 rings	250.00 est.
• 1 Gold setting with Ruby stone	448.00
• 1 Class Ring, 1989	298.00
• 35 CD's @ approx. \$11.00 each	<u>346.00</u>
	1,432.00

This juvenile has no priors but was adjudicated delinquent because of the serious nature of the offense. The sentence:

- Remain law abiding/indefinite probation.
- 100 hours of community service.
- Restitution.
- Participate in conferencing if appropriate.

**ROLES** – 9-13 including co-facilitators**1. CO-FACILITATOR****2. CO-FACILITATOR****3. IRAN AMUCK, OFFENDER**

You are 16 years old, you live with your mother and two younger brothers. You do not have a job. You are in school. You have never done anything like this before, you do not "even" shoplift. You know you made a stupid choice when you agreed to help your friend burglarize that house. You are scared that if you do not pay all the restitution you will get sent away and you think that's not fair because you weren't alone and because you never messed with the CD's.

You gave the police all the information about Badrole Model that you have. You believe Badrole left town. You don't know where. Badrole didn't have any family around here that you know of. The two of you had not been hanging out together very long. Badrole was exciting to be around and your mother didn't like your companion at all, which was another good reason for you to hang around together. She didn't like most of your friends.

You and your mother had not been getting along very well. She had been on your case to get better grades, get a job and she didn't let you stay out as late as your friends. You have changed. You are not allowed to hang around the same kids. You have one new friend. Life is different.

You are willing to do what ever it takes to make things right again. You threw the jewelry in the neighbor's pine trees when you took off running. You really don't know anything about the CD's. 35 CD's would be too bulky to run with and you really didn't see your friend with them. The police towed your friend's van away. If the CD's had been in the van you think the police would have returned them with the rest of the stuff.

You are willing to participate in a conference if your friend, Rootin Ferya, can be there.

**4. ROOTIN FERYA - IRAN AMUCK'S FRIEND:**

Everyone calls you Rooty. You are Iran Amuck's best friend. You two were best friends since 3<sup>rd</sup> grade except for a short period of time earlier this year - when Iran seemed to be spending a lot of time with an older kid - Badrole Model. You know Iran is in big trouble - but you two are back together now - Badrole is out of the picture - actually out of town and you think Iran will not be in any more trouble.

You know what Iran did is totally wrong and you two have discussed it a lot. Your parents said if Iran gets in any more trouble you will not be allowed to continue the relationship. You are willing to help any way you can. You are willing to participate in the conference.

You are sorry for the victim and you know Iran is really sorry too.

## 5. NOTTA CROOK - VICTIM

You are frustrated, angry and scared. Everything you have you earned. You can't believe this has happened to you. You're glad they got the kid but you are really angry that the adult offender got away. Not only have you been ripped off but your holiday vacation with your parents in Florida was ruined when you got the call from the police and then your neighbors that your home had been the target of a burglary.

You were told that the one offender had been caught and the vehicle that was used in the crime had been impounded and your property was inventoried and was being held at the police station. Your neighbors assured you they had secured your home, but you felt you had to return home. Your parents convinced you to stay, however, you were so upset that you couldn't enjoy yourself feel like you might as well have gone home right away. When you did get home on New Year's Day you felt sick going through the whole house to see what else was taken. You couldn't believe anyone would steal an obviously hand made gold cross and you don't understand why anyone would take a class ring.

You want the rings and CD's back but the really important thing to get back is that gold cross. It was made for you by your grandfather. You were their only grandchild. The cross had been made from his wedding ring. Before he died, he spent months fashioning his wedding ring into a cross for you so you would always have something from your grandmother and grandfather. It was a wonderful act of love for you and you must have it back.

Your neighbors are all scared. Everyone on your block, including you, has lost his or her sense of safety. It makes you so mad that kids can do things like this and just get their fingers slapped or get clean away! The police even hinted that you might be somewhat responsible for what happened because you have a privacy fence around your whole yard. They told you that other neighbors might have seen what was happening and called the police sooner if it weren't for that fence. The young family in the house across the street has decided to move because of what happened. You want to know what kind of people raise kids like this.

Your Insurance paid all but \$500.00, which is your deductible amount. You want your neighbors included in the conference.

**6. CARRIE TAKER - NEIGHBOR**

You are the neighbor who saw the offenders in Notta Crook's house. You feel terrible because you said you would look after Notta's home and look what happened! You are angry that they caused all sorts of problems for you and for Notta.

You soften towards Iran after you express your anger - talk about how concerned you are that adults get kids involved in crime. You ask Iran if you have anything to fear from him/her in the future.

You don't need any restitution. You are willing to help look for the missing jewelry if finding it becomes part of the agreement.

**7. TAIN'T AMUCK - SIBLING OF IRAN #1**

You let everyone know you have never done any crime! You are not at all happy that Iran got in this kind of trouble. Talk about how people have been making fun of Iran in front of you and that you think you haven't been included in some things because people are scared that you might do what Iran did.

You are surprised that Iran did commit burglary. You know that Iran gets really, really angry if you mess with Iran's personal belongings, so you can't understand how come it was ok for Iran to go into some one else's home without permission.

## 8. **IM AMUCK – MOTHER OF OFFENDER**

You and your child have not been getting along very well. Your child's schoolwork has been slipping and you know it's just because your child has not been applying any energy or attention to schoolwork.

You do not like most of your child's companions - they were the kind who are always in trouble - most of them are older and even look sneaky. Since this burglary there has been some improvement but, you still have not regained your trust - things were bad before -- but you never thought your child actually capable of committing a criminal act. You are concerned that Iran might be using drugs. You are embarrassed and frustrated.

You must work to support the family - you do not get child support from the children's father. Your family of origin does not know about this and you don't want them to find out. They are pretty dysfunctional and you have worked hard to keep them at arm's length so they would not be a negative influence on your children - you are wondering how this could have happened.

You want your child to do the right thing - meeting with the victim is a good thing for Iran to have to do. You want your other children there too so they learn from Iran's mistakes!

## 9. **HUNNIE BUNN - VICTIM'S SPOUSAL EQUIVALENT**

You agreed to follow the rules, but at the conference you will roll your eyeballs when the offender says the whereabouts of the companion are unknown. You also give a heavy sigh when the offender says she has never been in any kind of trouble before.

You will interrupt when the victim is telling about how the neighbors feel - you are even closer than a neighbor is and you are both mad and scared. You will only interrupt this one time.

Nothing of yours was taken. And even though it is Notta's house - you are living there part-time and you feel strongly that you have been violated as well. You want to know how they knew you were both away from home. You aren't a difficult person and you will be inclined to take Iran's answer at face value

**10. NEVER WAS AMUCK - SIBLING OF IRAN #2: (Optional)**

You would never have imagined Iran being involved in a burglary. You are embarrassed to be related to Iran.

You think Iran has now changed back into the person you've always known and trusted. You also are sorry for what Iran put Notta Crook and the neighborhood through.

You and Iran are getting along really good since this happened, so in a way, it has turned Iran around and you are glad for that - even though you are sad for everyone who got hurt by it.

**11. GOHN AMUCK - FATHER OF OFFENDER (Optional)**

If you had it your way you would have strung that no good Badrole Model up by his toes. Iran's mother, Im, has told you all about what has happened. You are not happy that your ex allowed Iran to go out with him in the first place! Your child never was in any kind of trouble till he took up with him. Iran was a little mouthy, but most kids go through that stage - they come out of it and figure the folks know something - eventually.

You agree Iran has to make good for the mistakes made - you also think it would be a good thing for your child to have to meet with the victim. You don't really want to be there though - you own a business and might be recognized. Iran doesn't live with you anyway - they can take care of this without you. You will put Iran to work in your Deli to help Iran earn the money to pay the restitution.

**12. NTA ITALL, VICTIM'S NEIGHBOR (Optional)**

You pride yourself on knowing what goes on in your neighborhood at all times. Make a statement that you feel like have to start staying awake all night to check up on what's going on now. You were very frightened by what happened. You want to know if Iran told anyone else who might be into burglarizing homes what was stolen from their neighborhood - your concern is that some one else will think your neighborhood is ripe for the pickings!

Thinking about restitution reminds you of a story about getting in trouble yourself when you were a kid - not burglary of someone's home - but of a corner store. You were caught in the act by the owner who marched you home and told your parents. You didn't get reported to the police but you did have to apologize and to work cleaning up around the store for the whole summer. You think it was the best punishment there could have been - not that you thought that then - but you certainly do now. You never got in any kind of trouble after that one incident! You think that Iran could spend time cleaning up your whole block. You would even volunteer to be the one to supervise Iran's work.

**13. LIKENIT QUIET -COMMUNITY POLICING BLOCK CLUB LEADER (Optional)**

As the person who is supposed to help keep everybody on the block safe you are glad to take part in this kind of an event. You aren't sure what you can add except to note that you don't think it is to anyone's advantage for everyone to jump on Iran. Rather you would like Iran to know that even though the act was as wrong as a person can get - you all appreciate the courage it takes to come sit with everyone to face the music!

You want to suggest that you would like Iran to meet with you and the Block Clubs committee to be a youth representative to talk about ways to prevent crime from happening in neighborhoods.

## **GRAFFITI PRIVATE HOME**

### GENERAL INFORMATION

Mr./Ms. Jones, who's 85, has lived in Denverville for 35 years. Jones lives at the top of a hill right in front of Denverville's most frequented park. The house is painted this bright yellow which Jones is very proud of. Unfortunately, Mr./Ms. Jones has to keep extra cans of paint around because his/her garage door gets tagged on a regular basis.

Jones had Pat (son/daughter) paint the garage one weekend. Shortly afterward, Joe came by and wrote *Denverville in the House* all over the garage door. Joe is 14 and has never been in trouble before. Joe lives with parent Smith who works most of the time and has had trouble keeping an eye on Joe. The DA referred Joe to the Conferencing Diversion Program. The only person he lives with is his parent (Mr./Ms. Smith) who has to work most of the time. Jack, Joe's aunt or uncle tries really hard to make sure Joe stays out of trouble. His teacher (Mr./Ms. Salazar) is concerned because his grades have been dropping at school.

## ROLES – 8-9 including co-facilitators

### 1. **CO-FACILITATOR**

### 2. **CO-FACILITATOR**

### 3. **MR./MRS. JONES, VICTIM**

you're really scared of what's happened to the neighborhood over the last 35 years. It's getting to where you won't go out unless PAT goes with you. You used to go to the park, but now you stay home. You've been thinking about moving out and now you just may even though you love this neighborhood. Possible things to help you out would be maybe if Joe would walk with you in the park. Be creative. Make sure that the issue of safety is addressed.

### 4. **PAT, CHILD OF MR./MRS JONES**

you're worried about your Mom/Dad. You've been trying to get her/him to move for a while now. You're probably not going to let your kids go by there anymore just because it's getting too crazy with these "gangs."

You're also mad because you have to spend those weekends getting the paint matched and painting over the garage. It's expensive paint! You only agree to solutions if you're parent feels comfortable with them. You're willing to help with whatever is agreed on.

### 5. **NEIGHBOR ON LOCAL JUSTICE BOARD**

You represent the community. Your task is to speak to the issues the community deals with when crime occurs. The general fear crime arouses in the population and specifically how it causes people to lose their sense of safety. Other issues might be making the community look unsightly resulting in people losing their pride in the neighborhood.

You also want to find out what the positive things about Joe are. With Graffiti as a starting point it seems likely to ask if he is interested in Art as a career. You are interested in Joe's likes and dislikes. You want to explore what he good at and what kinds of things he needs help with. Does he have a job? Can he pay restitution? Are there things he needs to learn about? The more information you have about Joe, the more you believe it will help when it comes time to discover what can be done to repair the harm.

**6. JOE, THE OFFENDER**

Your parent talked to you about what you did. You understand now that you had no right to paint on another person's property without permission. You are sorry and would like to apologize. You just want it all to go away.

You cooperate and quickly agree to all the suggestions. Even go a bit overboard. If someone brings up gangs, you're not in a gang.

**7. JOE'S PARENT, MR./MS. SMITH**

You don't know what to do. You've got to work all the time just to pay the bills. You try to teach Joe right from wrong. You don't know how this could have happened. You offer Joe's time to help Jones with the painting and the yard. You go a little overboard just because you want to teach Joe a lesson. You know Joe's a good kid, but are embarrassed about what happened.

**8. CHRIS, JOE'S FRIEND**

You've known Joe forever now, and you always used to talk about how stupid it was to throw up tags. They hit Chris's house last year and you guys were mad. Remind Joe about it. You're also a little mad because Joe keeps hanging out with those kids. Joe hasn't been showing up to all his classes. You want him to pass this year. You offer to help him/her with missed schoolwork. If the suggestions get a little extreme, you stick up for Joe.

**9. SALAZAR, JOE'S TEACHER (Optional)**

You've been Joe's teacher for 2 years and he's always been a good student. You've seen his drawings and you're amazed at the talent. You've encouraged Joe to take up art classes, and Joe was thinking about it for a while. Lately, Joe hasn't been showing up to class. You're worried Joe may fail your class.

You think Joe should focus on his/her talents. You'll help Joe catch up with schoolwork if it's an option. You're willing to help MR/MS. Jones too. You love this neighborhood. You know it's safe and don't like anyone saying otherwise. You think whoever thinks so should attend some school functions and help out.

## **ABC'S AT THE BUS STOP**

**TRAINER'S NOTE:** This well-written and comprehensive larger group scenario was written by Carolyn McLeod. It is too complex to be used in this training design, but it has potential for use in an adapted training format. It could be longer (most of a day) role play with teams of facilitators doing preparation meetings then meeting to share and consolidate information prior to the actual group conference. If you wish to use the situation in the Facilitating Restorative Group Conferences training, you will need to reduce it and use only a portion of the roles.

### GENERAL INFORMATION

The chargeable offense is harassment & assault. Six elementary students engaged in assaultive behavior at the school bus stop. Racial slurs, epithets, and name calling routinely continued while they were on the bus and even spilled over into the school day.

The bus driver, teachers and playground monitors were not able to get these students to change their behavior. They attempted: discussion of appropriate and inappropriate behavior, race relations education, letters to parents, restricted playground time, even suspensions. Nothing worked.

The harassment continued and the violence escalated - the school did not want to make a formal police report, but they had to do something. The principal called to the conferencing team would attempt a large group conference. The principal will participate and suggested the bus driver also be included.

ROLES – assuming conference only, 20-22 including co-facilitators

- |                                  |   |
|----------------------------------|---|
| 1. Co-Facilitator                | For preparation meetings, six individual or teams of facilitators could be assigned as follows: |
| 2. Co-Facilitator                |   |
| 3. Jamie, boy - age 11           | Facilitator(s) One  |
| 4. Jamie's Mother                |   |
| 5. Mike - age 10                 | Facilitator(s) Two  |
| 6. Mike's Mother                 |   |
| 7. Mike's Father                 |   |
| 8. Bobby, boy - age 11           | Facilitator(s) Three  |
| 9. Amy, Bobby's sister - age 10  |   |
| 10. Amy & Bobby's Mother         |   |
| 11. Amy & Bobby's Step-father    |   |
| 12. Jan, Girl - age 9            | Facilitator(s) Four   |
| 13. Jan's Mother                 |   |
| 14. Jan's Other Mother           |   |
| 15. Neil, boy - age 12 (a twin)  | Facilitator(s) Five   |
| 16. Noah, boy - age 12 (a twin)  |   |
| 17. Nick, boy - age 10 (brother) |   |
| 18. Neil, Noah & Nick's Mother   |   |
| 19. School Principal             | Facilitator(s) Six  |
| 20. Bus Driver                   |   |
| 21. Teacher(s)                   | Optional extra roles  |
| 22. Mike's older brother(s)      |   |

Facilitator(s) #1

1. Jamie: age 11, White Hispanic - very angry & aggressive. Does not apply himself in school.
2. Jamie's Mother: White, Recently divorced. Has another child, Marie, 8.

**JAMIE, AGE 11**

Your mother is going to tell about your health. You were born with congenital heart defect. You have had 2 heart operations, and because of the nature of the defect, you may need a third. The Doctors have wired your chest together, but one wrong blow to your chest and you could die. Because of your fragile condition you aren't allowed to take part in any sports and you certainly should not be physically fighting - ever!! It could result in your death - but you are 11 years old and ashamed of your vulnerability - you don't want your mother to say anything about it and you won't talk about it period - unless you feel like you want to at the Conference near the end. You really don't want anyone to know!!

You are White Hispanic, kids make racial slurs at your expense. Your parents divorced recently. You are glad your father is out of the home but you have a great deal of anger left from everything that has happened. You are big for your age. You get teased about your size. Admit that you dare kids to fight you now. So you can see that you have been "kind of" a bully at times - but, only to the kids who used to make fun of you. It's the only way you know of to make them stop teasing you. You really want everyone to stop saying things about you. You are willing to participate. You feel like you are the victim since you are the one in trouble all the time when others start it. You want this resolved!

## JAMIE'S MOTHER

You are a single parent, recently divorced from the children's father who was an alcoholic who physically abused you, a full time student trying to finish up your BA degree, you are over burdened, tired and although you are only in your early 30's you feel about 80 most of the time. You have a restraining order that keep's your ex-husband away from the family.

Tell the Mediator that your son Jamie should never fight - he has a very bad heart, he's already had two open heart surgeries and his rib cage is wired together, one wrong hit to the chest and he could die. His life is very limited even though he looks fine he can never participate in and athletics or rough activities.

You have heard the other kids taunting him about being large and because of his heritage - one of the nicest things they say is "Max-Mex".

You do not think it would be of any benefit for your 8 year old daughter, Marie to be included in the Conference. She is a very different child from Jamie. She even goes to school on a different bus, so is not involved in this mess.

You are a single parent, work full time nights and take classes at the University 2 days a week. Life is not much fun right now and you sure don't need all this trouble - you are pretty unhappy that the school doesn't take care of things like this better. You agree to participate!

**\*\*You will have an issue come up between the pre-conference interview and the Conference with the school Principal. DO NOT TALK ABOUT THIS AT THE PRE-CONFERENCE INTERVIEW or AT THE CONFERENCE.**

Your ISSUE for after the Small Group Conference that you will ask the mediators to help you with:

Jamie got into a shouting match with another student during class and would not follow the teacher's directions to go to the time out room. The Principal was called to the class room. She decided that Jamie had to go home. She called your house, but you were in class. So, the Principal called your ex-mother-in-law. Your ex lives with her and you have a restraining order against him. He is a violent man who abused you for years & the Principal should have called your own mother - not your mother-in-law! You are

furious with her, but you don't want your feelings to get mixed up in what the kids have done - so you say nothing!

This may be role played out or just held up as a situation where there could be a two step or Multi-Method approach to help resolve ALL of the problems associated with these participants.

Facilitator(s) #2

1. Mike: age 10, small for his age & gets picked on a lot. Pretty good student.
2. Mike's Mother and
3. Mike's Father are supportive. They both attend all school meetings. History of complaints that students are not supervised closely enough.

**MIKE, AGE 10**

You are small for your age and have a good sense of right and wrong. You know you shouldn't be fighting, but Jamie and Bobby have pushed you too far too often. You live with your parents who are good to you and care for you very well. Your family is basically healthy and you are just a normal kid.

You admit calling Jamie names, but tell how he called you names first, "midget, half-pint, and Runt" are some of the nicer names. Tell how you see Jamie always bullying everybody. You are small for your age and you just get sick of bullies so you decided to not take it any more. You were surprised at how strong you really are!

You want to know if goofy Bobby has to do this to? Tell the Mediators that Bobby should be there because he is the worst bully in the whole school!

You agree to participate if everybody else does. You want all the fighting to end.

## **MIKE'S PARENTS**

You are good parents. You are doing your best to raise Mike to be a responsible, considerate person, but it's not easy with all the outside influences. Mike is small for his age and that makes it especially difficult to instill a good sense of self-esteem in him when the world seems to send the message that "big is best" about everything. You are disgusted with all the violence on television you attribute a great deal of the violence among the children at the bus stop to the influence of television. You see your family as basically healthy and believe Mike a normal kid.

You both talk about Mike's problems on the playground with bullying. Cite a couple of injustices that you know really happened to your son at the bus stop. You also tell the mediators that the playground monitors overlook many similar situations involving the same children that happen on the playground. Add that you do not approve of Mike calling anyone names and in particular they do not approve of anyone being racist.

Mother, tell how your apartment looks out on the bus stop and that you have seen Jamie and Bobby deliberately start fights. You are the first parent to report what was going on to the school who did nothing. Tell how frustrated you were when the principal told you that the bus stop is not the school's responsibility. Add that you were told it was the responsibility of the Transportation Director, and that it felt like you were getting the run-around.

Tell what you have done to help Mike see how he is just doing the same thing but in a different way. Be very concerned and cooperative.

You wholeheartedly agree to participate.

Facilitator(s) #3

1. Bobby, Age 11
2. Amy, age 10
3. Bobby's Mother
4. Bobby's Step-Father

Bobby is a bully and an instigator. He tends to get everyone angry with him frequently. He pushes, shoves, and teases all the time. His mother and Stepfather are actively involved with the school and are always willing to work with school personnel to resolve the problems with their son. Bobby has ADHD and is on medication. Bobby has a 10-year-old sister, Amy, who is a model student.

His mother and stepfather have been through a great deal of pain, suffering and therapy with and for Bobby. They love him very much and are very involved in positive ways in Bobby's school as well as home life.

Amy is the biological child of these parents. She is a very bright, happy child. She has extraordinary deportment for her age. Amy does not cause any problems at the bus stop, in school, or at home. She and Bobby get along very well together.

**BOBBY, AGE 11**

You have a mental disorder that you have been in therapy for over 3 years to treat. You hurt yourself - cutting, scratching yourself, head banging, anything to feel pain. You don't want anyone to know about it. You are better now. You haven't hurt yourself for a long time now. You have no clue that you have just found another way to feel pain by getting other kids to hit you.

You don't remember your biological father, your stepfather seems like your real father. You have a 10-year-old sister who never gets in any trouble. You do not resent her, she is kind to you and the two of you are very close.

You know you get everyone mad at you. You really don't have anything against Jamie. Appear calm, treat the mediators with a great deal of respect. Look down a lot, even when speaking.

At the Conference admit that you sometimes tease kids. You also admit that you call Jamie a "Spick" and Neil a "Retard".

## **BOBBY'S MOTHER AND STEP-FATHER**

Take a few minutes to read through this scenario then take turns telling parts of the story during the pre-conference interview and again at the Conference. You are both sincere, hard working, good parents. You will do whatever you have to try to help your son who suffers from a mental illness.

Bobby has no contact with his biological father. You have been married 11 years. As Bobby's parents, you have your hands full. Bobby has a serious psychological disorder - up until the middle of last year he liked to hurt himself. He would cut or scratch himself, and bang his head until you were sure he would cause permanent damage to his brain. You've been working with a therapist for over three years and recently, about 7 months ago, he finally stopped that behavior.

You believe he purposely gets kids angry with him so they will hit him. Bobby knows Jamie has a short fuse and he goes after him all the time. You both think that if Jamie and the other kids knew about Bobby's problem maybe they would ignore the taunts. Neither of you wants to expose Bobby this way, but you really don't see any other options.

## **BOBBY'S SISTER, AMY, AGE 10**

You are Bobby's younger sister, a very mature 10 year old. Because your family has been in counseling since you were 7 you really understand about your brother Bobby's mental illness. The counseling has helped make you wise beyond your years, you are about the only person that Bobby really connects with. You know Bobby starts things some of the time, but you also know the other boys are just as responsible for what is going on at the bus stop and you aren't afraid to say so.

You are a peer-mediator so you know what this is about. Tell the mediators that feel sorry for Bobby because he causes his own problems, but you know he is trying to act better. You wish everyone would just try to understand each other more. You do not get involved in any of the "stuff" that happens at the bus stop or at school. You believe no one needs to fight - they should just ignore each other if they don't like somebody. You want to be part of the Conference.

Facilitator(s) #4

1. Jan, Age 9
2. Jan's Mother
3. Jan's Other Mother

Jan has difficulty learning. She is a pleasant child who is small for her age. She is not a troublemaker but, she helps her friends when she thinks they need help.

Her parents are older than most parents are and while they are interested, kind, and loving toward her, they do not appear to be able to help her. Jan is a follower and does not demonstrate an ability to think for herself. Her older brothers, ages 18 & 19, no longer live at home. The mothers tell you both older boys went through similar things when they were in school and they both turned out fine, so they aren't very worried about Jan. "kids will be kids" is, pretty much, their attitude.

**JAN, AGE 9**

You are a smiley pleasant girl. You have two older brothers - they are grown up and do not live at home anymore. You have a good relationship with your mothers.

You are surprised that the fighting is going to end up in a meeting - you think everybody fights - it's normal. You don't know what your part is. You did fight with both Jamie and Bobby, but only because everybody else was fighting too. You are willing to be part of the meeting if the Mediators want

## **JAN'S MOTHERS**

Take a few minutes to read through this scenario then take turns telling parts of the story during the pre-conference interview and again at the Conference. You had Jan late in life - she was totally planned, of course, and you enjoy having her. Both of you are very easy going yet very ambitious. You are financially less well off than everyone else and you don't worry about that a lot, but you think Jan does care.

You both say your daughter, Jan, is a good girl. Talk about Jan's two older brothers. Tell that both were in trouble as youths, but have now straightened out. Kids just do things - they make mistakes. The problems come when parents make a big deal out of everything. Point out that your daughter is the smallest of the lot and that she could be hurt the most easily, and you're not worried about it, because you simply don't believe these kids are trying to hurt one another - they're just letting off steam.

As older parents, you can see the mistakes young parents make by getting everyone riled up over things like kids setting the pecking order. You don't approve of violence, but to call some pushing and shoving violence, you think is over-reacting to the situation. You will be happy to attend, and perhaps you can help get this thing settled.

Facilitator(s) #5

1. Noah (12) is an average student. He acts like an older brother to his twin and to Nick. He has been part of the fighting but claims that was only to protect the younger kids from getting hurt.
2. Neil (12) recently diagnosed with Attention Deficit Disorder, he is on Medication and it helps until it wears off. Neil is very bright but occasionally has trouble with sitting still. (He will be well medicated during the Conference so he will sit still then.) Admits he sometimes loses "it" and fights when kids pick on him.
3. Nick, age 10: is just as active as his brother, Noah. Not ADD like Neil.
4. Parent: Neil, Noah, & Nick's Mother: is cooperative, but she appears to be worn out. Her husband, (not the father of any of her boys) is not supportive - not involved in any part of the boy's lives, in fact, it appears that he has nothing to do with them. The mother works full time. Lacks parenting skills to the extent that she acts like a child herself in some respects. She is unable to control her children and appears to have poor relationships with all of them.

**NEIL, AGE 12**

You have a fraternal twin, Noah and a younger brother, Nick. Your mother is married, but you don't have much to do with her husband, he's not around most of the time so he really isn't part of your life. Your mother is either tired out or gone at work. You really don't care. You recently were diagnosed with Attention Deficit Disorder and now they make you take pills that sometimes make you feel like a zombie. The good thing is that you are getting better grades in school now, the bad thing is that you don't like taking the pills because of the way they make you feel.

You can wiggle around a little - but don't over do it or your mediators won't be able to get the experience they need to do their Mediator tasks!!!

You don't have anything against anyone. Jamie is kind of a pain, but he's easy to scare. Bobby is really dumb - he teases everyone until they just have to hit him. You admit you have been involved in lots of the fights, but you never start them. You want the fights to stop because you are the one who always gets in trouble for it.

At the Conference admit that you have called Jamie a "Spick" a couple of times when you were really, really mad.

**NOAH, AGE 12**

You have a fraternal twin, Neil and a younger brother, Nick. Your mother is married, but you don't have much to do with her husband, he's not around most of the time so he really isn't part of your life. Your mother is either tired out or gone at work. You really don't care. Your twin was recently diagnosed with Attention Deficit Disorder and now he has to take pills that calm him down. You do not have any problems like that.

You agree with Neil about Jamie and Bobby. Tell the mediators that you think Bobby and Jamie have been worse since they found out about Neil having ADD. They call him PSYCHO all the time. You think Jamie and Bobby are just bullies. They are both bigger than the other kids at the bus stop, older too. You fight because it's not fair when they pick on the littler kids. You don't really like to fight, you believe you have to!

**NICK, AGE 10**

You are almost as tall as your twin brothers are, they are 12. Your mother is married, but not to your father. You don't have much to do with her new husband, he's not around most of the time so he really isn't part of your life. Your mother is either tired out or gone at work. You tell the Mediators that you really don't care that she's gone most of the time. Your brother, Neil was recently diagnosed with Attention Deficit Disorder and now he has to take pills that make him better. He hates to take them. Your mother hates to pay for them. Noah doesn't have ADD. You do not have any problems like that either.

You agree with the twins. It's all Bobby and Jamie's fault. They start everything. Bobby especially picks on the little kids. Jamie mostly goes after Neil and Bobby.

You don't care if the fighting stops or not. You only get involved when Jamie pounds on Neil. You will meet, but you aren't going to take anybody's crap.

**NOAH, NEIL & NICK'S MOTHER**

You have 12-year-old fraternal twin boys, Noah and Neil, and another son, Nick. They all stick together on everything. They seem to take delight in making your life a living hell. You believe they are totally out of control.

You would pack them all up and ship them off to their father if you only knew where he is. He's never paid a dime of child support since he left years ago.

You've been married 3 times and this current marriage is ending, you can sense it. You believe the boys are a large part of the problem. You tell the mediators, your boys love to fight - they are so out of control that they make you fight with them all the time. They fight with each other too.

You talk about the fact that there never seems to be any peace in your house! You talk about how they constantly drive you crazy and that you welcome anything that helps you get control of them and that ends the fighting. It is OK to tell the Mediators you think your 3rd marriage is failing because of the behavior of your boys.

Facilitator(s) #6

1. The Principal is a trained Mediator who has already done everything she could think of to resolve the situation. She hopes the Conference will help enlist the parent's help in resolving the situation. She will definitely attend the Conference.
2. The bus driver is fed up. Thinks maybe the parents are dumping their responsibility on him and the school. Safety is a big issue for him. He's nearing retirement and has had a perfect driving record - he doesn't want these kids to goof that up for him and the other students now! He will attend the Conference but he thinks he should be on the payroll for the time he spends on this situation.

## **PRINCIPAL**

You have been in contact with the parents of all the students identified as being involved and you have even been threatened by a couple of them. They said they don't believe you are very capable of doing your job and they have even said they are planning to go to the newspapers with their stories of your incompetence. One threatened a law suite. She is not afraid of anything, you know you have nothing to hide or to be ashamed of, but you do recognize that you need help to try to resolve the situation. The problem begins out of her jurisdiction - the bus stop is not part of school property. Children at the bus stop are technically still within their parents area of responsibility.

You are a trained mediator who believes that people have the ability to resolve their problems if given a safe environment in which to work things out. You know a lot - but not everything about the boys and their families. You believe they can stop their fighting and harassing behaviors if they want to.

You have an issue with one of the parents and you would like to resolve it, but not until this larger thing has been dealt with.

You like being principal because you really care about kids. You are feeling exhausted and unappreciated because of all the trouble over these boys at their bus stop.

It's been nothing but phone call after phone call complaining about the harassment and fighting at the bus stop for months. You've tried talking to the kids, rewards, punishment - nothing works. You are so grateful for this process. You believe it will work. Let the Mediators know you are a trained mediator also. You are willing to do whatever it takes to resolve this situation. It is taking away from all the students because the behavior spills over into the school.

You really cannot do anything about what happens at the bus stop. That is not under your responsibilities. It belongs to the Transportation Director. Unfortunately he has said he doesn't want any part of meeting with the kids or their parents after the way he has been spoken to by the parents over this situation.

**BUS DRIVER**

You have tried your best to get these kids to behave on the bus. They have been a problem all year long and it has gotten so bad that you believe they cause a safety hazard for everyone. You don't know what gets them started but by the time you pick them up they seem to be already beyond reason most days.

You have tried to reason with them. You've gotten tough on them, you've suspended bus-riding privileges. You have reported each incident to the transportation director who said he might attend the conference if his schedule allows. He is as interested in resolving this situation as you are!

## Damage to Property – Pellet Shooting

On a hot July night four young men drove around town shooting out car windows with a high-powered pellet gun. During the escapade they also shot out some windows in six homes. The total damage done to the 23 victims of this spree was in excess of \$8000. Conferences are being held to decide the issues. All four have been required to appear before a judge and admit their behavior. The judge has suspended any further action pending the outcomes of the conferencing. This conference is for those who had damage in excess of \$100 from the River Rd. neighborhood.

### **Matt Smith**

You drove the car and you were the first to suggest shooting out windows. You feel very bad about the house damage now but don't think the car damage was that big a deal. You did not know anybody was shooting at houses.

### **Ron Green**

It was your gun but you only shot at two cars and one house. You have been blamed for shooting all the houses, but Jim and Tom shot at most of them. You think you should only pay about 10% of the damages for your limited role.

### **Jim Young**

You admit all the damage was at least partly your fault and you are willing to make things right but you keep dwelling on how you were the one who told the others to "stop, it was not right" or it would have been much worse. You think people should see you as a hero, sort of.

**Tom Barnes**

Unlike the others you already have a record and don't need this. You admit to being along but deny actually taking part until you hear two of the victim stories. You then admit your role and spell out everyone else's role while suggesting you all split the restitution evenly.

**Maggie Smith (Matt's mother)**

You have already taken the car privileges away but you still don't think Matt gets it. You want him to be more accountable and you insist he pay 1/4 of all the damages and the other three do so also.

**Chuck Green (Ron's dad)**

You agree that each of the young men should pay equally. You don't buy the "limited role" idea of your son. They were all involved and are all equally responsible.

**Doug Young (Jim's father)**

You do not see your son as a "hero". You are disgusted at his actions and see this as the beginning of the long road to crime and shame he is now certainly on.

**Martha Young (Jim's Mother)**

You think Jimmy is a good boy and very misunderstood. He did his best to stop this and should be rewarded for his efforts not chastised. After all he is not like these other boys. He comes from a good family in a good neighborhood.

**Lucy Barnes (Tom's Mother)**

You want Tom accountable. You are very worried he will end up like his DAD. Tom never knew DAD because he was sent to prison for 45 years (in Oklahoma) when Tom was just 2 yrs. old. (Armed robbery and manslaughter) You have raised him alone since and now feel like you failed him somehow.

**Victoria Peters**

You had your bay window shot out as you stood in front of it. Your cancer-ridden husband, now deceased was on the couch behind you. The next morning you found the driver side window on your car was also shot out. Still you want these boys to learn from this and not end up with a felony on their record. Your son did, serving four years in prison and a lifetime of regret and difficulty with jobs, relationships and nearly everything else.

**Bob Rommel**

You had two side windows shot out of your classic 1954 Ford. The car was *all* original and worth over \$20,000 because of that. New glass will drop the value in half. Given this and your past as a Marine Corp Captain in charge of enlisted men who breached Marine protocol, you want these boys to have felony convictions, jail time and restitution of five times actual damages. You believe this is the only way to teach a lesson.

**Darren Cobb**

Two windows on your house were shot out. Replacement cost was \$850. You want restitution but are mostly concerned these guys will come back to get you for your part in bringing them to justice. Your wife would not come just because of this fear.

**Mitzi Brown**

She had two windows on her car shot at. One was broken, costing \$300 to replace. The other was open so it did not break but a special ceramic lamp you made in art class was destroyed. Having your creation destroyed is what bothers you most. The emotional anguish you feel over this is unbearable (but during the agreement phase you decide \$1000 will help heal your emotional wounds).

**Simon Schwartz**

You had one window in your house shot out. It was in your seven-year-old son's bedroom. You were born in this country but moved to Israel for a time. Coming back out of fear for your son's safety. Since this happened your family cannot get past this feeling of complete fear. This is your one and only concern in this matter.

**Barrett Hill**

You had three windows shot out of your Jaguar that was parked in your driveway. You forgot to close the gate at the drive entrance, so you acknowledge this is partly your own fault. You live in the biggest house in the area and can easily afford to pay the damages but you believe in accountability and so want the boys to pay your \$1600 repair bill.

## **Sale of Alcohol to a Minor**

The offender, Gabe, works for a local liquor store. Gabe is 18 and a senior at the local high school. Several weeks ago some friends (all over 18 but under 21) talked to him about getting liquor from him for a \$20 consideration. At first he resisted but after a couple days he decides to do it. It worked so well he put out the word in school he would do it for anybody for \$40. He had sold to only three people before he was caught in this case and fired. In this case he sold a quart of whisky and another of vodka to two 15-year-old girls from school. That night they met three other friends in the park and mixed the liquor with Mountain Dew. After drinking for two hours the girls split up and walked home. One of the girls, Sara, walked into traffic and was struck by a car. It was a glancing blow with little damage done but Sara was unconscious when police and rescue arrived on the scene. She was taken to a hospital where she was treated for minor scrapes and bruises and a blood alcohol content of .324, considered a seriously toxic level though not yet the fatal content of over .40. Sara remained hospitalized for 24 hours. The other girls' parents were notified by Sara's parents four hours after the accident when Sara finally told them the truth of that evening. All the girls were tested and all had readings of .185 to .213. Sara and her parents have chosen to meet with Gabe and his parents in this conference.

**GABE (offender)**

You are a good student and a star basketball player who has never been in trouble before. You were so happy to get the job in the liquor store when you turned 18 because they pay better than other jobs kids usually get. You let people you don't even like that well talk you into this stupid idea of selling to minors. You liked these girls, they are all "hot", and figured they might be willing to go out with you if you helped them get the booze they wanted. Plus \$40 is a nice profit. You feel bad about what happened to Sara but, in truth, you are mostly worried about your future. As the conference goes on you begin to realize how much your actions placed others in jeopardy. You become truly sorry for the situation and feel very responsible for the girls, especially Sara.

**Ron (Gabe's Father)**

You are divorced from Maggie and only see Gabe once every month but you go to all his games. You believe he is being railroaded here. He is up for a big time scholarship to play basketball at a big university and this could screw it all up. You are very protective of your son and perhaps a little guilty about your lack of time with him. You think this should be looked at as the responsibility of the girls, after all Gabe didn't force them to drink.

**Maggie (Gabe's Mother)**

You are horrified and totally shocked by what Gabe did. You are also more than a little annoyed by your ex-husband's attitude. You too are concerned about Gabe's future but you are concerned he learns from this so his future will be better. You see Gabe as totally accountable for supplying alcohol to young girls and he did create the situation that put Sara's life in danger. You want him to see this and own up to it.

**Sara (Underage drinker)**

It was not your idea to buy the liquor but you were glad it happened because you really wanted to try it. In fact you wanted to see what it was like to be drunk. You drank that night to get as drunk as you could, figuring it was safe as long as you were with your friends. You don't remember the accident or even leaving the park. You are a little scared about that whole incident but what you disliked the most about this situation was losing your control and memory of that night. You are a person who takes pride in being in control, the experience of losing it was not pleasant and you are in no hurry to do it again. You are tired of your parent's "attitude" about this incident but you understand it. You want to get punished "good" in this process so that maybe they will be satisfied and quit ragging on you about it and what could have happened.

**Judy (Sara's MOM)**

You used to trust Sara implicitly. She was so mature and such a wonderful daughter. Now that trust is gone. She is a stranger to you these days. You do not believe she fully understands her responsibility here or appreciates the gravity of the situation. You agree all the girls should be directly accountable for their actions but you also want Gabe to understand he was the cause of this and he needs to "grow up". You are also troubled by his interest in 15-year-old girls.

**Jim (Sara's Dad)**

You are **angry** with Gabe. He needs to pay a price for this. You call him a low life gangster and pervert. You are angry with Sara too but you need to see Gabe suffer. You also want Sara to stay away from those other girls who obviously are a bad influence and must have questionable upbringings to get your daughter in to this mess.

**Mike (Basketball Coach)**

You are Gabe's coach. You also have two daughters (12 and 10) so you have enormous empathy for the girl's parents. Gabe is a good kid but behavior like this speaks for itself and now you wonder a little about Gabe. Maybe you were wrong in your opinion of him. He is a good BB player but is he a good person? Actions speak and create other people's truths. That is what you want all the young people involved in this to understand. Each must learn and that learning needs to be reinforced. Basketball is not what is important in life and you want Gabe to know that.

**Kathy (Bought the liquor)**

It was all your idea. You bought the liquor and you set it all up. Sara scared you with the way she drank and how she behaved. She was not the Sara she had been friends with for over 10 years. You blame yourself and think you should pay a price that is heavier than anybody else for what happened. When you heard what happened to Sara you were scared to death. You now have nightmares where you see Sara being hit by a car and mangled beyond recognition.

**Wilma (Kathy's Mother)**

You are a nurse in an obstetrics emergency room. You have seen children injured by others who use alcohol and that was your first picture when you were told about Sara's injury. When you went to tell Kathy you realized she was very intoxicated as well. But Kathy told you the whole story. Since then you have grounded her and she is doing extra work in the house to earn back some of the trust she lost. That trust extends to her friends and their parents too. Kathy and Gabe both need to accept primary responsibility but all the girls must be accountable for their own behavior. You would like them all to come to the hospital with you and visit some of those young victims of alcohol abuse by others.

**Frank (Kathy's Father)**

You are a construction worker and don't know much about psychology or "social needs", you only know what the girls did was wrong. What Gabe did was also wrong and they should all suffer the consequences as the law says. You assure everyone Kathy is paying a price for this at home but she needs to "pay the other price" as well. You have been known to drink too much, on occasion, but you have always made it clear to your kids they are not to touch the stuff until they are of age. There is no excuse for any of this in your eyes.

**Hannah (Another underage drinker)**

You were with Kathy when she bought the liquor. You did not do anything but drink some, however, and you want everyone to know your limited responsibility here. You admit to drinking "once in a while" and when pressed you admit you drink alcohol every week and have been into alcohol since you were 11. You usually get it from home, taking drinks from your parent's bottles, or you get it from friends at school or at parties. You like to drink and you sometimes drink gin or vodka before school if you know it is going to be a rough day. You don't think drinking is that big a deal because you are a responsible drinker but what Gabe did is dead wrong and you think that should be where the conference should concentrate its efforts.

**Alice (Hannah's Mother)**

You are devastated hearing Hannah tell of her alcohol use. You have feared this for years. Hannah is your oldest daughter by a man you divorced a year after she was born. He was a very serious alcoholic. He was charged with stealing from his employer and several IRS violations. He died two years ago of complications from alcoholism. Hannah knows virtually nothing about him, but you know she carries his genes and a propensity toward alcoholism. In this state you lash out with all your emotion and fear blaming Gabe for this whole episode and for your daughter's alcohol use. You want

him sent to jail, you want his life ruined the way your daughter's life will be ruined now that she has discovered alcohol.

**Bill (Hannah's Father)**

You know you are really Hannah's stepfather but you never think of it that way---to you she is your daughter. You are very upset by what she has revealed but you realize Gabe is not the cause of her alcohol use. Gabe did wrong and he needs to be accountable for that but Hannah is accountable for her behavior. You want the conference to recommend or require, if possible, some counseling or treatment for Hannah. You think all the girls should be given a chemical assessment and Gabe should do community service involving people who have abused alcohol.

**Charlie (The liquor store owner)**

You are upset with Gabe and the girls. Gabe is obviously fired. You tell the girls they jeopardized your livelihood by putting your liquor license at risk. You have a wife and five kids at home. This store represents all your income and all your assets. You think Gabe should be fined, be forced to do at least 50 hours of community service and attend local AA meetings telling all there what he did and aiding those trying to recover. This should be required for the next year. The girls need some service work hours too and they need to go to classes or something on alcohol use and abuse. You suggest that maybe the local MADD chapter has something that would be suitable.

## Theft by Housecleaner's Son

A twelve-year-old boy regularly accompanies his mother to her job as a house cleaner. He gets paid 6.50 an hour to help his mother. He hates the work and finds the whole thing very demeaning. One day while at the home of one of his mother's best customers he decides to supplement his income by stealing several items of expensive jewelry and \$200 in cash. The jewelry is worth over \$7000 but is all returned undamaged except for a watch sold to an older kid in the neighborhood. The watch is worth \$250. The boy has a minor developmental disorder but is very capable of distinguishing right from wrong.

The homeowner and her daughter meet with the boy, his parents, a juvenile officer (police) and the conference facilitator. The boy explains how he felt angry with his mother for making him work with her. He tells of how he feels self conscious about cleaning other people's homes and he feels like a second rate person because of it. He took these things because he wanted to get back at mom and hurt the homeowner who he feels is subjecting him to this humiliation. He is trying to get the watch back and he spent the money he took but he can replace it from his bank account, "if he has to".

The homeowner talks of her feelings of betrayal and how she does not look down on him or his mother. She is hurt by what he did and what he thinks of her. She says the cleaning is a service she is very grateful for because she has no time to do it. The homeowner tells him she views them as more than equals and admires his mother for being willing to do such difficult work for others. She wants her money back and the watch. He must be accountable for that loss in her eyes but she is pleased to have assurances his mother will continue to work for her.

The homeowner's daughter explains how she was afraid of the boy since the theft incident. She thought he was mad at them and would hurt her if he got a chance. She is in his school and has stayed away from him because of this. She is dismayed to learn of his feelings and now feels sorry for him but is still a little afraid.

Mom is horrified by what he did. She is surprised she still has a job. She demands he apologize to the homeowner and her daughter. She demands he pay the \$200 out of his bank account and if he cannot get the watch back, he pay for that too. She thinks his discussion of how he feels demeaned is just an excuse and she apologizes for it to the group.

The final outcome has everyone acknowledging the boy's feelings. He admits he was wrong and apologizes to the homeowner and her daughter. He agrees to pay \$200 back from his bank account. He agrees to get the watch back in two weeks or pay \$250 for it. He also agrees to do work in the homeowner's house, with his mom for "no charge" in the next three weeks. The watch does get returned in good condition, he pays back the money and does the work. He also continues to work with mom, seeing it in a different light after the conference.

# Theft

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The homeowner and her daughter meet with the boy, his parents, a juvenile officer (police) and the conference facilitator.

## **Jeff (12 yr old offender)**

You felt angry with your mother for making you work with her. You tell how you feel self conscious about cleaning other people's homes. It makes you feel like a second rate person. You saw the jewelry and found the money while looking through the jewelry. You took it to get back at mom and hurt the homeowner who you think is subjecting you to continuing humiliation. Since this was exposed you have tried to get the watch back from the kid you sold it to without success. You spent all the money at the local arcade. You can pay everything back from your savings account "if you have to".

## **Carla (Jeff's mom)**

You are horrified by what your son did. You are surprised you still have a job. You demand Jeff apologize to the homeowner (Veronica) and her daughter. You demand Jeff pay full restitution. You think the discussion of Jeff feeling demeaned is just an excuse and you apologize to everybody for it in the conference.

**Veronica (Victim/Homeowner)**

You feel betrayed by Jeff and you never have looked down on him or his mother. You consider them equals and appreciate the work they do. You are hurt by what happened and what Jeff thinks of you. You want the money paid back and the watch returned and you believe Jeff must be accountable for this. You hope for assurance from Carla she will continue to work for you and this will not affect your relationship with each other.

**Sally Ann (Veronica's daughter)**

You are afraid of Jeff since this incident. You thought he was mad at you and mom and would hurt you if he got the chance. You attend the same school with Jeff a year ahead of you and you have taken care to stay away from him since this happened. You are shocked to hear how he feels and you now feel sorry for him but still a little afraid.

**Officer Scott (Juvenile Officer)**

You worked this case and have known Jeff for a couple years now. You know Jeff has a feeling of inferiority because of his slight learning disorder and that it creates problems for him now and then. He has anger issues and is very defiant of most authority although you have always gotten on very nicely with him. You want him to address these issues and to pay back Veronica, while apologizing to everyone including his mother.

Optional role:

**Jacob (Jeff's father)**

You don't buy Jeff's story. To you it is "black and white". Jeff is a problem for the family and now he is a thief. You want him to pay back all the loss plus do some substantial work service, like a road gang does. He needs to learn so you want theft classes too. You think he is lucky he is not in jail where he belongs.

## Road Rage

A forty-year-old woman returning home from shopping at a neighborhood mall turns into the right lane in front of a speeding car swerving in and out of traffic. The driver, a young white male, becomes irate honking and blinking his lights at her. When she stops for a red light he exits the car walks up to her car and bangs on her window, shaking his fist at her and yelling obscenities and threats. As he walks back to his car he stops and jumps on her trunk stomping his foot repeatedly denting the car. When the light changes she speeds home, tells her husband and he calls the police. This occurred at 9:30 PM and since the incident she has been afraid to go out after dark.

### **Mary (victim):**

You will not attend any conference nor will you let your husband. You are terrified of retribution by the perpetrator. You want him to know how you feel and you want to know you are safe. You want him to pay damages and promise to leave you alone. You agree to have your brother represent you at the conference.

### **Bill: (victim's brother)**

You are very angry about this situation. You have always protected your little sister but you think she should face this "scum". You understand her feelings and agree to represent her. As a former Marine Corp. combat specialist and trainer in close quarter combat techniques you would like to have five minutes alone in the room with this guy but you agree to be respectful and give this process a chance. You can always arrange a personal meeting with him later, if you are not satisfied with the outcome.

### **Tricia (Mary's best friend):**

Mary asked you to go to the conference to keep an eye on Bill. Your job is to keep him from doing something stupid in a rage. You are pretty upset about what happened and want to be sure this guy pays the price. You also don't mind keeping an eye on Bill, at all!

**Larry (offender):**

You feel pretty bad about what happened. You are 25 and haven't been in trouble since you were 19. (You assaulted your Sgt. and did 60 days in the brig then.) You were coming home from softball, where you lost the championship because of a bad call by the umpire. You had a bad day at work, a fight with your girlfriend, and you had been drowning your troubles since the game ended at 7 PM. You left the bar when your friends told you to go home and cool off. You were in a rage and not thinking clearly when this woman who looked like your ex-wife got in your way. You lost it. You were given a chance to clear your name at 19 by the Marines and have tried hard to be a good citizen since. You want to pay damages and apologize to the poor lady you terrorized.

**Linda (Larry's girlfriend):**

You were really nasty to him before the game that night when you knew he was having trouble at work and his ex was after him for more alimony. He left mad and you blame yourself for what happened. You want everyone to know he is not a bad guy but he does have anger issues and he drinks too much as a way to escape his problems.

**Charlie (investigating officer):**

You have known Larry for a long time. He was hell as a kid but never mean or dangerous. You are surprised by this incident. You want him to pay damages, do some community service and get help for the anger and drinking. You also think he should address all the victim's concerns.

## ROLE PLAY

### CHECK FORGERY

A local discount store discovers two checks have been forged by the same person two days apart. The same cashier accepted both checks. Loss prevention calls the cashier in for questioning. The cashier, Angela, admits to the scheme to cash the forged checks and tells them about Laura, the check passer. The night LP crew leaves info for the day shift who are to call police. The info left indicates a white and black girl are involved. LP advises police the black girl passed the checks, coercing a white clerk for help. This is their *assumption* but when police act on it they are quickly corrected by Angela's parents. Angela is black, Laura is white. Angela's mother is immediately upset by these false assumptions.

What actually happened is: Laura took her friend's (Tina) checks from Tina's car one day. She decides to cash them or forge them for clothes. Laura knows Angela works at the store and convinces her at school one day to help her pass the checks. Laura promises Angela a CD and a sweater as payment for her help. The total loss is \$404.12.

Neither girl has a record so it is decided this case will be handled through a conference rather than court.

(Offender) Angela Clark:

You admit your part in the forgeries, are very remorseful and immediately offer to pay all the money back. You were talked into it by Laura who told you she would help “smooth out” the social problems you have in school as one of only four blacks in your high school’s sophomore class.

(Offender parent) Bill Clark:

You manage a large auto service center in town. You work hard and have taught your daughter honesty and hard work are what matters most. You are appalled by this incident and Angela’s actions. You like the conference idea and want your daughter to pay for the loss and apologize.

(Offender parent) Alicia Clark:

You are very disturbed by Angel’s behavior. You are a legal secretary and office manager of a large downtown law firm. You are upset by the racial implication of the way this was reported. You are angry with the store and the police. You also think that Laura is a racist and suggest her family is probably the reason as she had to learn it somewhere.

(Offender) Laura Jones:

You freely admit stealing the checks and passing them as forgeries. You are only remorseful for involving Tina in this and wish now you had stolen somebody else’s checks. You have no regret for involving Angela, calling her an “easy mark” and suggest she is responsible for her own actions. You are fine with her paying back the store for the whole amount, after all, she worked there and without her you “couldn’t have pulled it off.” You do not show any real remorse until your sister explains how she looked up to you. That changes everything.

(Offender parent) Shannon Jones:

You are wearing a short, tight black shirt that exposes your midriff and your pierced navel. Your tight jeans make it hard for you to sit still and you fidget in your chair through the whole conference. You are angry with Laura for doing this. You are on food stamps and government subsidy, you aren't paying for this, Laura's on her own and you accuse her of being a racist, which you certainly are not. You blame your boyfriend for this and mention how you don't really like him much anymore.

(Offender's Sister) Willow Jones:

You are twelve years old. You have yellow and green hair, a pierced nose and lower lip with tattoos visible on your neck, right hand and both arms. You do not want to be here. You are mad at your mother for making you come. You are mad at your sister (Laura). You don't like mom's boyfriend and you tell him so. You tell Laura she was the only one in the family you thought was worth anything. You looked up to her but now you don't know what to think and you feel there is nobody any good in this bunch and all is futile.

(Mom's boyfriend) Dean:

You like Laura and are surprised by what happened. Given all the attacks on you, you remain pretty quiet and reserved.

(Victim accountholder) Tina:

You don't think anything should happen to anybody over this. You want to "live and let live."

(Tina's mother) Karen Daniels:

You are very angry at Laura. You think she is a lost cause and you want her to stay away from Tina. You had to pay \$30 in bank fees over this and want to be paid back. You say how impressed you are with Angela and her family. You also express your horror at the Jones clan calling them the "Adams Family" and saying you now know why Laura is such a "bad seed".

(Victim store loss prevention agent) Harry Jackson:

You are intent on getting full restitution and on keeping both girls out of the store for life. You want them both branded publicly as thieves. You do not support this "kiss up" conference idea but are here because your boss told you to be here. You think this nonsense about racial problems is all just "crap" to deflect the responsibility but after hearing your boss speak your attitude changes and you become much more subdued and cooperative.

(Loss prevention manager) Tom Olson:

You like this conference alternative and want it to work. You are not too happy with your employee's attitude but you want aggressive enforcement. You are very concerned and apologetic about the original mix up and the racial overtone that has developed because of it.

Officer John Larue:

You think the conference is a good idea. You like Angela and think she is a good kid. You are not so sure about Laura. You are uncomfortable with the original mistake about who was the primary actor in the forgeries and you apologize to the Clark's about your role in that. You promise to check things out more carefully in the future and assume nothing.

(School advisor) Mr. Clancy:

You have worked with both Angela and Laura. You are concerned about Angela feeling isolated and unwelcome in the school setting. You are sure Angela would not have done this if Laura had not manipulated her.

(Laura's school friend) Wendy Whistler:

You come to support Laura but soon feel sorry for Angela. You think Laura set her up and that Laura, not Angela is to blame for the whole thing.

(Social Worker) Fiona Grant:

You have worked with Laura's family in the past especially Willow in school. You are concerned with Willow losing her respect for Laura and having no positive influence in her life.

## Gun on School Property

A fifteen-year-old student at the local senior high is rumored to have a gun in his locker. When the school administration checks the locker they find a replica Beretta 9mm .177 pellet gun handgun. It is loaded with pellets and could be fired. Shortly after finding the gun several students come to the office to report the gun owner has threatened them. He told them he had a gun in school and he was going to shoot them before the day was out.

The student is called into the office and meets with the assistant principal. The student, Jack, admits the gun is his and admits the threats only he never said he would shoot anybody, he only said, "I have a gun in school and you will be sorry." The violation requires ten days suspension and a pre-suspension hearing with the parents. The AP decides to do a conference as a pre-suspension hearing. He brings in the two students directly threatened by Jack for the conference. The attendees are as follows:

### Jack

You are fifteen and in your first year at the high school. You were being a big shot early in the year and challenged a group of seniors known to be bad actors. Now four months later you have heard they are going to get you good as an object lesson to all others who would cross them. Rumors are this group almost killed a kid two years ago and you are really scared. You buy an old pellet gun from a kid for \$17 just as a scare tactic for protection. You have actually had it in school now for over a month but today those kids decided to confront you. You were so scared you immediately told them you had a gun. It worked. They backed off calling you a nut case.

You had shown the gun to three friends two days ago and they were the ones that originally told the office about the gun.

**Roy (Jack's dad)**

You are not happy with Jack to say the least. Your wife is out of town but she will be furious when she returns to find out Jack actually used her to transport the gun to the school inside a box of decorations for a school dance. She does not like your gun collection or your long hunting trips and now this. She will make your life hell. Still, this was just a pellet gun and it turns out the thing won't even fire correctly. You don't see why the suspension is necessary. You think too much is being made of this. Kids will be kids and Jack was just handling things as he felt he could best do so without crying to authorities. You are actually kind of proud of him for that. Being a man should never be wrong.

**Allen (threatened student)**

You know your group of friends has a reputation around school. It's actually based on a bogus rumor but it helps keep others in order when you are around. You decided to hassle that kid that got in your face at the beginning of the year but it was just some mild verbal sparring. Then the kid turned nutty and threatened you with a gun. You are genuinely afraid this guy will come after you and try to kill you. The reputation can go, it wasn't based on anything real anyway, but you don't want people shooting at you for any reason.

**Brian (threatened student)**

You were once a fighter, a bully who enjoyed picking on other kids. But that only got you into lots of trouble and you decided to change your ways. You have avoided that kind of activity for two years now. You have enjoyed hanging with your old group and frankly, the rep has helped keep trouble away. You don't like the threat of the gun, that's not a "man to man" kind of thing. It is a coward's response. If the guy wants to go at you, you'll meet him anywhere, anytime. But drop the gun stuff. In fact you would like the school to set up a "meeting" for you and him to "work" it all out. You tell Jack and his dad that if anything happens to you or your friends they can expect to be paid a visit by the others in the clan. You want this to get handled in a way that everybody knows you don't mess with me.

**Assistant Principal**

You are surprised Jack is involved in this. You feel for his fear of this group but there is no way you can condone a gun, any gun, in school. Brian's attitude is disturbing to you also and now you are worried this is going to develop into a school-wide war. You don't want to see additional bullying develop in the school nor do you want fights or any more weapons incidents. It comes down to making sure there is adequate consequence for Jack so that all the other students will see they can not live with the cost of bringing a weapon to school. You are leaning toward a maximum suspension (three months), repeating the grade and facing criminal charges as well.

**Mark (Jack's friend who reported he had the gun)**

You reported the gun to the AP because you were afraid Jack would really do something dumb. Now you are thinking the response is too severe and you wish you had not told anybody. What Jack did was wrong but he had a very good reason. You feel like the problem that created this in the first place is being ignored and it will mean more people will be bullied and more will feel the need to protect themselves. You agree Jack needs to pay a price for this but the other, bigger, problem needs to be addressed and making Jack a scapegoat and over loading on his punishment is just going to make things worse in your mind. Brian and his attitude scare you already. He seems to be using this as an excuse to strong-arm the whole school.

## School Assault

A teacher reported seeing a student (Billy) walk up to another student (Jim) in the hall and hit him with a large textbook. As Jim ducked Billy hit him in the head with his fist and pushed him knocking him to the floor. Once Jim was on the floor Billy repeatedly kicked Jim in the head and side until the teacher and other students broke up the fight. Jim suffered a broken nose, bruised ribs, loosened teeth and bent braces along with numerous bruises and scrapes. The attack appeared to be unprovoked. Jim has been a long time behavior problem in school but Billy is very quiet, an average student who never causes trouble. Doubting Jim is totally innocent you decide a conference is the best approach to this situation.

### **BILLY**

You feel really bad about the fight. You have never done anything like that before in your life. Jim has been picking on you for years and lately he has been intent on making your life miserable. In the past two weeks he tripped you in the hall, sprayed bug bomb on your lunch, hit you with a ball in gym class, and stole your pen in study hall. Yesterday, in the library, just before the fight, he poured ink all over a report you had worked three weeks on. I was all you could take. You lost your cool, went looking for him and then took out all the pent up frustration you had on him. It actually scared you to see what you were capable of. It was like a dream to you, a nightmare you can't shake off. Now you just want to be punished, get it over, and frankly, you would rather not ever return to this school.

### **Wanda (Billy's Mom)**

You are a single mom (divorced). Billy's dad has not been in the picture since he was six. Now at sixteen you know Billy has been having a tough time in school but you have been afraid to interfere thinking it might make it worse for him. He has two sisters who pick on him too much at home. He has become more and more withdrawn in the past two years. You have worried about what might happen. Now you face one of your worst fears come true. You are lost; you have no idea what to do now. All you know is you hate Jim, his parents and this school for what they have done to your son.

**JIM**

You come in feeling pretty good. All the attention is on you and for once people really do feel sorry for you. This is great, what you have always wanted. You plan to play this up good.

After you hear from Billy and his mom you get to feeling pretty guilty. You were pushing Billy because it got you points with the cool kids. You wanted him to fight because you figured he could be beat easily and that would be worth lots of points with the kids you wanted to impress. It did not work out that way at all and now here you are feeling sorry for him! You are supposed to be the victim here but somehow it does not feel that way to you now. Hey, the only reason you do this stuff is because you feel like an outcast. You feel nobody cares about you especially the school staff, and you're not too sure about your parents either.

**Marjorie (Jim's Mom)**

You are still upset at the Principal suggesting your husband should be here, "if he cared about Jim". He is a busy, highly successful businessman who knows priorities just fine. Car dealerships don't run themselves and he has four that obviously keep him very busy. Your own salon stores are very well known and successful as well. You simply are not free for this type of thing and you have only 45 minutes to spend here so it had better move along quickly!!! The solution is obvious, Billy is expelled as a menace to the school, he pays the medical bills and you all go back to your own business. Jim has been self-sufficient and totally capable since he was eight. He is, after all, a reflection of his parents. And that is probably the problem here, Billy is also a reflection of *his* parents!

**J.B. (School Counselor)**

Both students are on your list of students. You don't know Billy at all because he is never a problem nor is he one of the high achiever students. Jim and you are well acquainted. He is a nuisance but you actually like him. He is personable and capable, though he rarely shows his true potential. Jim has bullied other kids too but it is usually not malicious. He seems to be a frail kid trying hard to find a niche and he always seems so unsure of himself. Lots of self-doubt. Billy on the other hand seems to be someone who would do just fine, maybe even excel if he were in an atmosphere free from meddling people. Unfortunately, there is no such place in this society. Both these kids need to feel better about the environment of this school and their lives in general. Billy needs to learn to defend himself sooner and more appropriately, Jim needs to stop seeking attention at the expense of others. In many ways they should probably be kindred spirits, not enemies. Suspension would really be counter-productive here. But both need to commit to work on their issues and improve this kind of behavior.

**Sean (student witness to the fight)**

You saw this happen and could hardly believe it. You thought Billy might kill him he seemed so out of control. You barely know who Billy is but you never thought he was capable of this. Jim, on the other hand, is known by everybody, liked by few. He is a jerk who you can't help think had it coming. You would like it if they were both gone. Billy could blow again and he is scary, Jim is a pain in everyone's side and nobody would miss him.

## School Bus Incident

After school as the bus was transporting students home, several students became involved in an incident that eventually resulted in several students scuffling on the bus creating a serious disturbance that caused the driver to stop in a convenience store parking lot and call the police. The incident started when two male students started verbally accosting a female student seated across the aisle and one seat ahead of them. The verbal barrage became nastier as it went along, finally suggesting the young lady was granted A's in some of her classes in exchange for certain sexual favors to her male teachers. At that point the girl swung from her seat and slapped the face of the nearest antagonist. He rose up and pushed her hard enough to make her fall in the aisle. This caused another male student in a letter jacket to rush from the rear of the bus and tackle the pusher. His friend then tried to help him by attacking the student in the jacket but this only brought two more young men into the battle. Now seven or eight people were fighting with other students throwing things at the pile of combatants. The driver yelled at them to stop and sit but he was ignored. Not willing to physically intervene, the driver pulled in to the convenience store lot, stopped the bus, ran inside and called the police. When the police arrived they sorted out the mess and decided the following people were the main actors and their involvement was as noted:

Melissa- She was the student verbally tormented. She slapped Matt and later hit him in the face with a book, breaking his glasses and his nose.

Matt- He had started the harassment and received the brunt of the retaliation. Besides his broken glasses and nose he also had his jacket ripped, his pants were torn and some of his textbooks were ripped up by other students.

Brent- Matt's friend who also was a tormentor. He escaped major damage but was found to have four marijuana cigarettes in his jacket pocket.

Larry- He came to Melissa's rescue.

**Melissa**

Other kids have harassed you before because you get good grades and you dress nicely but conservatively. You were sitting quietly on the bus minding your own business when those boys started to taunt you. You usually don't mind this kind of thing that much but you had had trouble with a girl in school accusing you of thinking you were better than she was. She threatened to beat you up and she dumped her Coke on your best sweater at lunch. A boy you liked in school had also decided to go to the homecoming game with another girl because she just "dresses so cool" and dyes her hair school blue. She is also a poor student, a tramp and, rumor has it, smokes dope almost everyday after school. So when this started you had just had enough and you blew up and went after the jerks that were responsible. That's the real story here, they are responsible for what happened, not you. You were well within your rights, they caused it and they should be punished for it.

**Matt**

You started the verbal harassment on the bus. You were just having fun, teasing the girl a little. You don't dislike her but you are a little jealous of her success in school. Your grades rarely rise above a C and it often seems the only thing you have a talent for is getting into trouble. Actually, you think Melissa is kind of cute and you would like to be her friend. You are really sorry for the ugly tone the teasing took. Brent started to add the stuff about Melissa "doing" teachers to get her A's. You did not like that but got caught up in the moment anyway. You paid the price, which you sort of feel you deserved, but your nose really hurts and you don't think she had to hit you like that. You had to pay for your new glasses too and they cost almost half your savings.

**Brent**

You really don't like people like Melissa. They always have a stuck up, "I'm better than you" attitude. You are just as good as they are even if your grades are lousy and your clothes aren't as nice. You loved it when Matt started the verbal insults. Your additions may have been a little exuberant but its no worse than these people say about you. You thought it was funny when she clobbered Matt but the broken nose is not funny and you think she should be punished for that but you know she won't be because she is too good to be thought of that way. You pulled Larry off of Matt, twice. That's how his jacket and pants got ripped. You took a couple swings at Larry but missed both times. He is a big bully jock wrestler who always fights but never seems to get in trouble for it. He only came to Melissa's rescue because he likes to fight and beat on people.

**Larry**

You are a state champion wrestler and toughest guy in the school. You often defend other students, especially lame-o's and geeks. Sure you like to fight creeps like these two but that's only because you are so good at it. Melissa is a true geek and while you would never date her you felt compelled to help her with these two low-lifes.

Matt's nose was already broken when you pushed it against the back of that bus seat but you still got his attention real good. The school would be better off without these kinds of jerks. But until that happens you feel justified in cleaning up the trash every once in a while. After watching Melissa in action you see her in a little better light; maybe she isn't such a geek after all, if only she didn't look more like a teacher than the teachers do.

**John (Bus Driver)**

You have been a bus driver for over 10 years and never have you seen anything like this. You've heard stories about stuff like this in New York or California but not here. You have seen kids pick on Melissa before and always felt sorry for her. She seemed like such a nice girl, the kind you would want your own daughter to grow up to be. But after what you saw her do and heard her say in this incident you have changed your mind. She is dangerous and you don't want her on your bus anymore. Matt and Brent have always been trouble and you refuse to drive a route with them on it anymore. Larry has always been somebody you could count on to help keep order and you appreciate him and all he does for you.

**Mary (Principal)**

This incident is the worst bus incident you have encountered in 26 years of school administration. You have seen students hurt other students worse than this but never has there been a mob scene like this one. Thirteen students have been identified as becoming involved in this incident and all will be facing severe consequences. The people in this room are the key actors in this riot and you want special consequences for them. Responsibility lies heavy with each of them. You also want to make sure this situation ends here, no more confrontation from any of the students here today will be tolerated. Melissa is a good student and she was being picked on but her response was completely over the top and totally inappropriate. She will be held accountable for that. Matt and Brent have created this kind of situation for the last time. There will be no more chances for them and they will face severe consequences this time. Larry has been in a fight almost weekly. He is not the guardian angel of this school and his love of physical altercation outside of wrestling will not be tolerated any further. All of them are hereby prohibited from riding a school bus for the remainder of the year. Now you want them to find a way to deal with their issues and with each other and to design appropriate consequences for each of them as part of this conference. They will have to find a way to please you and the bus driver as they consider this assignment within the conference.

**Assistant Superintendent**

Your concern is twofold; first, school safety for staff and students must be preserved. Secondly, every student needs to have an equal opportunity to find their place and learn the skills necessary to enter the world as best they can after high school. Nobody seems to have too high an opinion of Warren and he is clearly not his brother or his sister, but you are not ready to simply throw him away. For the peace and sanctity of the school Warren cannot stay there but the district must find a workable alternative for him. Therefore Warren is to be immediately removed from the high school. Warren's parents must take him to a psychologist for a thorough exam and determination of what psycho-physical problems may exist, if any and how best to treat them in the context of the education system. After this is done district counselors and special education officials will scrutinize Warren's case to determine a plan for Warren's education within the district. Warren will be given a strict behavioral contract to follow while in school or on school property, including any district transportation. Other needs will be addressed as they are uncovered by the psychologists, counselors and special education officials working on Warren's case. Warren will also have to maintain a steady progress in his work within this education plan in order to stay involved in this opportunity within the district.

## Harassment/Bullying Groups

During a class discussion group at an Alternative Learning Center a female student talked about how difficult it was when other students picked on her for the problems she has had adjusting to school life. She explained her problems with depression make her unable to function normally at times and more susceptible to engaging in destructive behaviors. This has led to arrests for shoplifting, alcohol use at school and, at times, risky sexual behaviors. This discussion resulted in many joking and derogatory remarks from the others in the discussion group. But it also resulted in lots of support from others. Bolstered by that support Alice tells of her experience being raped by one of her father's friends. She only describes her feelings following the event, not the event itself. One of the boys (Bob) in the class says girls are always complaining about being raped and how it messes them up for life. He was accused of rape and it really messed up his life. Girls need to understand how they mess up guys with their claims of rape, besides they are here to provide for men in the first place. This interaction creates a frenzy of heated discussion with two distinct groups forming around Alice and Bob. Several get into a pushing match and blows are barely averted by six staff who break up the confrontation. Alice enrolls in another school; Bob is suspended and told he cannot come back to the ALC. Others in the class remain and continue to engage in the group harassment and bullying of each other. Each side finds the weak links in the other side and targets them for the verbal harassment, petty thefts, and physical intimidation that have been occurring since the initial incident. Things are getting more tense and stressful for everyone. It is decided a conference will be held to address this situation.

**Mary (student)**

You are a leader of Alice's Army, the group of students in support of Alice. You have been busy seeing to it that "Bob's Raiders" get what is coming to them. You readily admit to harassing and threatening Jill and Steve, you even pushed Jill one day when she got in your way. You feel they should all be kicked out of school because they caused all of this and made your friend leave. For you the issue is control and you want to have it here because you don't have it anywhere else.

**Greg (Student)**

You are the other leader of Alice's Army. You have defended her for years against people like Bob and the others. You like to help defend weaker people because it gives you a valid excuse to fight, which you really like to do. You are tough and like to prove it. You like to blow off steam at somebody else's expense but you aren't a bully. You're a hero who comes to the aid of those who are picked on by the goons of this world. Those in Bob's Raiders are the goons and you are the defender of right.

**Lisa (student)**

You are in Alice's Army because she was your friend and you felt she was a soul mate. Since this all began you have been constantly harassed by Bill and Tyler. Although you can't prove it you are sure they have stolen your lunch twice, your glasses once and your calculator. You do know Steve took your homework report just two days ago. You caught him with it and when you confronted him, he tore it up in front of you. You did not tell anyone because you just felt it would make things worse. You are really depressed over all this and don't know how you will get through the rest of the school year. You are thinking of just dropping out, as you just can't take this anymore.

**Jack (Student)**

You are a very introverted person by nature. You rarely speak up and have few friends. You initially defended Alice because she was a rare friend to you. Since then Bill has punched you, Tyler put glue in the pockets of your jacket and Jill has been telling everyone your father is gay. School has become a nightmare for you and it is no longer about Alice, it is about trying to survive where you feel you don't belong. You took your mother's sleeping pills and intended to swallow them all just a few days ago but you thought about it and realized that would make all the bullies winners. Instead you have decided to fight back and protect yourself by whatever means you need to. You warn the others it could get very dangerous to push you further. You also tell Jill your father is gay but that is not anything to do with you. You want her to stop telling people because it does make things tough in school for you and if she keeps it up you will stop her, permanently.

**Steve (Student)**

You are tired of Mary always verbally harassing you. You also have been physically threatened and challenged by Greg. You were a friend of Bob's because he looked after you and kept people from bothering you. You have a learning disability that you can't help and it has always created problems with other kids. You were a friend of Bob's because he looked after you and kept people from bothering you. You are not a "retard" as other kids say but you can't read well because the letters in words get all jumbled up when you look at them. Your own dad doesn't like to be seen with you or even be around you because you make him feel weird due to your disability. But Bob always welcomed you and had no problem with you hanging with him. You would have done anything to defend him even though you did not agree with what he said.

**Bill (Student)**

You and Bob have been friends since you were three. You learned to smoke together, were arrested for shoplifting and burglary together. You have always been together. You also always looked up to Bob. Your parents hate him, but you think they probably hate you too. Now Bob is gone and those responsible must pay. You don't like Mary, Greg, Lisa or Jack. They are the enemy and just like your old man says about his foreman, its your job to see to it their life is as much a hell as they made yours.

**Jill (Student)**

You never disliked Alice and you agreed with what she said, in fact, it was pretty much what you have experienced. Bob was your boyfriend, sort of. He took you out sometimes and even if he was a little rough and demanded certain things of you, he did at least pay some attention to you. Relationships are hard for you to get into and you can't stand loss and rejection so somebody like Bob was really important to you. Mary has been making your life miserable since this all happened and you have begun striking out against others because you are too afraid of Mary to go after her. Its wrong but it is the only thing that helps you get rid of the feelings of inferiority this has generated in you.

**Tyler (Student)**

You are always angry and it feels good to you to have a direction for the anger. Bob was a jerk but Alice always made you sick with her psychoanalyzing everything. Life is all about people hurting you. There doesn't need to be a reason. If you don't like it you fight back, you get them before they get you. Mary is a lot like you, you understand her but she is dangerous and you figure it is going to come down to who gets who first. Greg will nail anybody for any reason and you are no match for him so you stay away from him. Lisa and Jack are easy pickings. They were "born to be abused" as Bob always said. It's easy and it's fun to have at them. It makes you feel better overall when you get home if you have gotten to somebody else before mom sets in on you.

**Tom (Staff member)**

You are the staff person who thought up the idea for the discussion group that started all this. You have been at the ALC for less than a year and the "old-timers" warned you it would not work. They even predicted the kids would get disruptive and out of control. But for four months it had gone well and many kids had benefited, were doing better schoolwork and having less behavior problems. Now it all seems a moot point because the aftermath of this incident will undoubtedly result in shutting the group down. As usual the majority of kids who did benefit will lose out.

**Jean (Staff member)**

You have been here the longest and you were the first to tell Tom the group discussion was a bad idea. But you were wrong. It did work and there is clear benefit to it. You appreciate young staff with fresh ideas and you don't want Tom to be discouraged or this program to be discontinued. You personally know the group benefited most of the kids in this room. Mary found it very helpful when it was her turn and supported talk of issues like Alice brought up because it helped her. Lisa, Jack, Steve and Jill had all experienced positive results from the group sessions. Even Bob and Bill had used the group to unload a lot of toxic emotional baggage and they were showing improvement in school since it started. Only Greg seemed to be unaffected and unwilling to participate most of the time. These kids need this and they know it, so it is time for them to take responsibility for keeping it active. They need to admit they are wrong and work to a positive solution to keep the discussion group going.

**Mitch (Staff member)**

You are an ex-marine drill sergeant who got this job because of your unique skills in keeping order and "busting heads" when needed. As far as you are concerned the school should be providing a strict regiment of class work and discipline, nothing else. Social work and counseling are up to others outside the school after hours. What were really needed here were more rules, simple and clear that provided better control. The school also needed more severe consequences and a greater breadth of consequences. No rule should be broken without a clear and significant repercussion. These kids aren't here because they are sweethearts, they are screw-ups who can't cut it in the world most people live in and so must be given this expensive, exclusive little club to keep them occupied until they are adults. They are lucky to be here, they should be grateful and if they aren't they can either leave or be quiet and behave. The real question that should be explored is how each and every kid here should be punished and if they should even be allowed to stay on in this ALC.

**Gail (Staff member)**

You were the first in to help break up the melee at the group discussion. Your observations don't jive with much of what has happened since or what you have heard from a lot of staff who side with Mitch. You saw a lot of very emotional people who were in pain dealing with deep issues that impacted them significantly. Unfortunately, most were not equipped to deal with the experience and so responded with what they knew best. Violence, verbal lashing out, deprecating speech are all these people know and so they used it. The group discussion was not a failure; it worked too well in your opinion. This incident highlighted a serious deficiency in this school. There is no curriculum to teach these people how to respond to this kind of difficult situation, there is no effort to equip them to deal with difficult life circumstances. This needs to be addressed or the school will continue to graduate students unprepared and unable to function in the outside world. These kids here today need to be accountable but they need to be taught how to behave differently as well.

**Sean (Director of Alternative Learning Center)**

As the director you must balance multiple needs and concerns to find the best alternative for the school, both students and staff. What results is never perfect but it is the best available solution. Mitch is right, these students and others have broken rules and acted out. They must face consequences. But those consequences must make sense and accomplish a goal not just be there for the sake of having consequences. Gail is right too. It is not enough to graduate students who can read a book, do basic math, pay taxes and know how government works. They must be able to function in the world they will be living in; they need the proper social skills to do so. It is our job to supply some of that education. Tom's discussion group was working. It needs some refining and some closer scrutiny but it should not be discontinued because it benefits too many people. This group needs to begin the process of deciding how Tom's group can be structured to prevent this from occurring again. It also needs to find a way to deliver consequences that result in real learning for all the students involved in this incident. The reason for this group coming together is to utilize everyone's ideas and talents to address this issue.

**Harriet (School Counselor)**

You believe consequences are important and needed for all these students in differing degrees. You are leery of the group thing only because you sense it will mean more work for you. You have never attended it (although you think you probably should-- its that more work thing again) but it sounds like a good idea to you on the surface at least. The idea of teaching better thinking and social skills you are all in favor of as long as you don't have to do any of it. You don't need more on our plate. You barely can get your work done now between 7:30 and 3:30. You have many things going on outside of school. Its not that you don't care about these kids but you have a full life too. They do need these things but you aren't the one to do it. That's the message you want to make sure gets out in this meeting.

## School Theft

During a two week span the local high school suffered 15 thefts from locker incidents. Seven were in the boy's locker room and eight were from hall lockers scattered throughout the school. Items taken included cash, cell phones, pagers, and calculators. Over \$600 in cash was taken with total loss reaching \$2400. The local police assisted with placing a surveillance camera in the hall area where most of the thefts occurred. The camera was monitored and recorded in the school resource officer's office. Yesterday at 1 PM the School Resource Officer saw a male student approach a locker, look around, then begin to manipulate it in an attempt to get it open. The SRO ran to the area and detained the student. The Assistant Principal searched the student's locker where she found several of the missing cell phones, pagers, and calculators. The AP questioned the student in the office and he admitted to all the thefts. That was the end of the school day so parents were contacted and a meeting was scheduled for this morning at 9 AM to decide how to handle the situation. You have been assigned to facilitate this conference with the following participants:

**Ben (Student)**

You are very worried about what will happen now. You have admitted to everything but you fear expulsion and a criminal record for this. You were in the boy's locker room one day and saw a wallet with cash in easy view. You could not resist and managed to fish the wallet to the locker screen then pry it open enough to pull it out. You took the money and put it back in. You then looked at other lockers and did it three more times. It was so easy. You had jimmed your hall locker one-day with a pocketknife and thought it might work on others so you tried it. It did and you got a cell phone and calculator for your effort. You then started to look into hall lockers as you walked down the hall noting the ones that contained cash or cell phones. You would skip class to return and break in to those lockers. You don't know why you started but once you did you were hooked on the excitement and the easy money. And yes, you know it is against rules to have a pocketknife in school but everybody has them. The money is spent, the phones, pagers, and calculators not recovered were sold at football games and the mall to lots of people including many strangers and you can't recover any of them. As the conference starts you have yet to think of the impact on anyone else you are just worried about you.

**Alice (Ben's mother)**

You and your husband split up last summer and he is now living with a very young woman in California where he had his company transfer him. You are sure this has all affected Ben and caused him to do this horrible thing. It is all your fault, you have not paid enough attention to him lately either, being an account executive for American Express you have immersed yourself in work to avoid facing your marriage problems. You don't want Ben to be punished for this, you want people to see it is your fault, he is just a victim of circumstances.

**Roger (Ben's Uncle)**

Alice is your sister, but she drives you nuts with this idea Ben is innocent and it is her fault. Ben knows right from wrong. He did this not Alice. Ben needs to be accountable. Ben is basically a good kid. He has lots of potential that he has never lived up to. Its time for a wake up call, in fact it is long overdue. Ben needs to pay a price for this and he needs strict guidelines from here on.

**Sally (Student/Victim)**

Your hall locker was broken into and you lost a cell phone, a calculator and \$100. You were asked to come because you are a Student Senate member as well as a victim. (The Student Senate is an advisory group to the school administration.) You want Ben removed from the school. You believe there is no place for this kind of behavior or the person who perpetrates it in the school. You tell Ben you worked hard for the things he took. You have two jobs and volunteer at a local hospital on Sundays. You don't have rich parents who take the blame for you like he does. You work and are expected to provide for yourself and to do what is right. It will take you six months to make up for the loss you suffered. You think he should be as responsible as you must be and want him severely punished as well as getting repaid for your loss, immediately.

**Maggie (Assistant Principal)**

You had a lot of angry parents calling you the past two weeks because of this theft spree. You had to come in late at night to help police set up the camera equipment. It disrupted your life a lot. Ben created many victims and caused many students to feel unsafe in their school. Many who were not direct victims were made so insecure they have experienced the same feeling the victims did. You are inclined to parade Ben around school with a sign that says thief on it. But you also believe everybody deserves a second chance. You agree with Roger's assessment that Ben fails to live up to his potential. You do not favor Ben being kicked out of school, you think it would be better if he were in school under strict supervision and control. You want full restitution, in school suspension, theft classes from the county probation department and you want a strict behavior contract Ben will have to follow the rest of the school year.

**Slim (School Resource Officer)**

You have a reputation around the school of being tough but fair. Ben is not usually a troublemaker but he needs to understand this is wrong and that message needs to move to the rest of the students too. You know kicking Ben out of school is not the answer, and you want to deal with his issues to solve this problem. Still, he must be accountable and full restitution is where it must start. Ben needs a job to pay restitution ASAP and he needs to be involved in some after school activities that create a positive place for him to stay busy. He also needs to be kept on a short leash while in school, for the rest of this year, at least.

## **Damage to Property - Anger Issues**

### **Ellen's Bad Day**

#### **The case:**

Ellen has had a bad day. She is angry. It started with her teacher, Mr. Collins scolding her for not completing her homework. When Ellen leaves work as a dishwasher for Mr. B's restaurant she sees Collins' car in the lot. She blames him for her bad day. She walks up to the car, takes out her house key and runs it the length of Collins' new car. As she is doing this she is thinking how he caused all her problems. She gets so angry she returns and smashes a side window with a rock. She is caught after a witness describes her to the police. She admits to the incident and now feels very sorry.

## **ELLEN**

You are sorry for what you did to the car. You don't like Collins but you realize he does not deserve this. You know you have an anger problem. You are angry most of the time. Collins was once a favorite teacher until you tried to talk to him one day about a serious issue (your parents lack of interest in you) but he was busy talking to someone else and ignored you. Your father travels constantly on business. He has never been there for you. Once you tried to tell him about your close call at a party with a drunken 19 year-old but he ignored you, called his partner on his cell phone and went off to a business golf "meeting". You have had nothing to do with him since. Your mother is always apologizing and protecting him. You think she only helps create the problem and cares nothing about you. You have found an outlet for your anger: you take your mother's crystal and smash it on the rocks lining a walkway in a park near your home. You don't like losing control and want help with this. You will be 17 in three weeks and can't wait for the next year to go by so you can be free of your parents.

## **Mrs. Taylor (Mom)**

You are embarrassed and worried about the "social fallout" of your daughter's behavior. You are afraid people will blame you and you want it understood you are not to blame, you have done nothing wrong and you are a good parent. You also defend your husband as a father and see Ellen as an over-sensitive problem child that does not appreciate all that is done for her. You also worry about the affects of her behavior on your husband's job should word of this get out. You are surprised to learn of the glass breakage. You have seen the broken glass in the park and it always irritated you that the city allowed this to happen. You are beginning to see the anger problem and the need to get it "fixed".

**Mr. Taylor (Dad)**

You know Ellen and you do not get along. She is mad at you for forgetting to pick up her dress at the cleaners and you are beginning to understand it goes much deeper than that. You want to be closer to Ellen and feel bad about your past behavior toward her. You never realized it was this big a problem. You want Collins paid for the damages and offer to do so immediately. You also want Ellen to go to counseling with you and MOM. You eventually see the wisdom in holding Ellen responsible for paying for the damages herself.

**Mr. Collins**

You are Ellen's Biology teacher. You thought Ellen liked you. You liked her but have been concerned for some time now about her apparent anger problem. You have saved money for almost 20 years to buy your dream car, a red BMW. You had it for only four days before Ellen caused damage that will cost \$2400 to properly repair. Even after it is repaired the car will never be the same in your mind. You are also concerned about your safety now knowing a student was capable of committing an act of violence against you like this. It is a problem that runs deeper than just Ellen and you are now deciding if you want to continue your career as a teacher or move on before things get worse.

**Gloria (Collins girlfriend)**

You were with John (Collins) when the car was damaged. You know how important it was to him and how devastated he was to learn of the damage. He was a good teacher and loved the job but you understand his reluctance to continue. You blame Ellen for all this. You want full restitution from her. You want her in a treatment facility because she is dangerous and a menace to society.

**Bruce Jones (Ellen's Boss)**

You are worried about a customer having his car ruined by an employee. You want to fire her but you like Ellen. You are concerned about her anger problem and her feeling rejected by her father. You decide to keep Ellen as an employee so she can pay Collins back.

### **Tracy (Ellen's friend)**

You know Ellen has an anger issue. She scares you sometimes. You were with her when she smashed her mom's glass pitcher on the rocks in the park because she was mad at DAD for not remembering her dress at the cleaner's. You don't like Collins so are not concerned about his damages but you do want something done about the anger issue.

### **Adam Cain (Ellen's neighbor)**

You live on the park. You have seen the broken glass in the park many times and now realize it was from Ellen. You are very concerned about how this affects the safety and the overall appearance of the otherwise magnificent park. You are very surprised Ellen is responsible for this as you remember her as a happy little girl who was always friendly to everyone in the neighborhood.

### **Mrs. Rogers (Witness to the damage)**

You were horrified and frightened by what you saw Ellen do. You have lived in the neighborhood for years and never have seen anything like this. You are afraid Ellen will come after you for calling the police. You did not want to be here but were convinced to come by Bruce Jones and the facilitator. You are afraid to go out again now. You want some reassurance you will be safe and you want Collins reimbursed in full.

### **Tom Brown (Mrs. Rogers' neighbor)**

You are very concerned about what this has done to Mrs. Rogers' peace of mind. You are appalled by what Ellen did but you do not see her as a menace to society. You are also a lawyer and you want to see justice done for the victim but you are most concerned for Mrs. Rogers and finding some way of restoring her feeling of security in the neighborhood.

### **Pastor O' Brien**

You have known Ellen for a long time. You have seen signs of family problems but don't feel close enough to the family to have intervened before. But now you think they need family counseling or this will not end. You are also concerned for Mrs. Rogers, as no one should have to live in such fear. You want Ellen to do some positive work in the neighborhood so Mrs. Rogers will see another side to this and not be so afraid. You volunteer to watch Ellen in this endeavor to prevent any further harm in the area.

### **Mike Gray (Student Council President)**

In your role in the school you do not want to see a student and teacher involved in this kind of conflict. You like Ellen, you do not like Mr. Collins all that much but you cannot condone a student doing this to any teacher. You are concerned about the implications if other students think Ellen got off too easy. You want her to pay full restitution and you want some sanction in school so everybody sees you can't go after a teacher without paying the price.

**Mrs. Grant (School Principal)**

You are very concerned about Collins wanting to quit teaching. He is one of your best teachers. You are also concerned about Ellen. You can't believe she is involved in this. She has always seemed such a nice girl. You want her to be accountable and to you, Collins is the most important piece of this issue.

**Mr./Ms Abernathy**

You have taught with Mr. Collins for eight years. He is a good and caring teacher. He is a mentor to you and you do not want him to leave teaching. You like Ellen and empathize with her but no student is worth some one like Collins. You want restitution and long term counseling and a behavior contract for Ellen.

**Officer Curtis**

You know Ellen has never been in trouble with the law before so you are surprised at her actions. The stories of rage and broken glass concern you and you see Ellen as a potential future problem. She needs to pay full restitution, get anger management and counseling for her family issues immediately.