Conflict Response Support Flow Chart

6: Last Resort
Only if all else fails: suspension or removal.

5: Structural Response
Adjustments to roles, policy, or boundaries.

If safety/accountability is still not possible... Go to **6**

Did this resolve the conflict? — Yes.

No

Does this require changes to structure or roles? — Yes.

No

If safety/accountability is still not possible... Go to **6**

4: Whole Group Process
Structured process if conflict has wider impact.

No

3: Small Circle Process
3–5 community members support the dialogue.

Did this resolve the conflict? — Yes.

No

Did this resolve the conflict? — Yes.

2: Supported Conversation/Mediation
Invite a neutral peer or facilitator to support the conversation.

No

Conflict Occurs

1: Private Conversation
Start here if possible: talk directly with the person(s) involved. If it is not possible, go to **2**.

Did this resolve the conflict? — Yes.