





# When Boundaries Get Crossed:

## *A Transformative Justice Approach to Consent Violations*

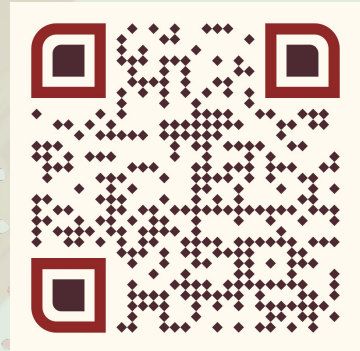
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Slides, Links  
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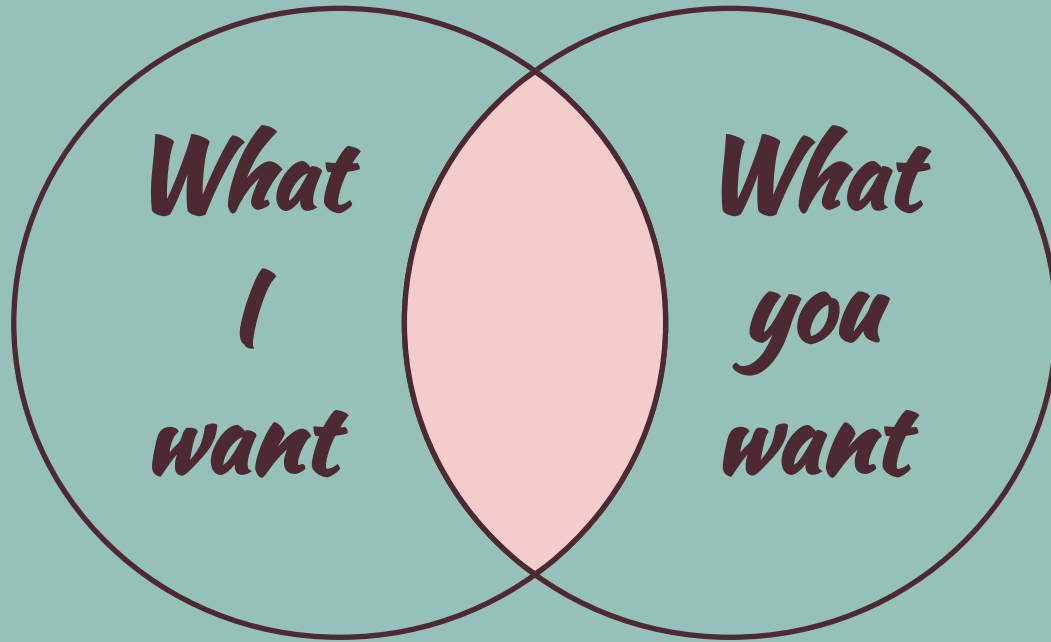
# Group Norms/Agreements

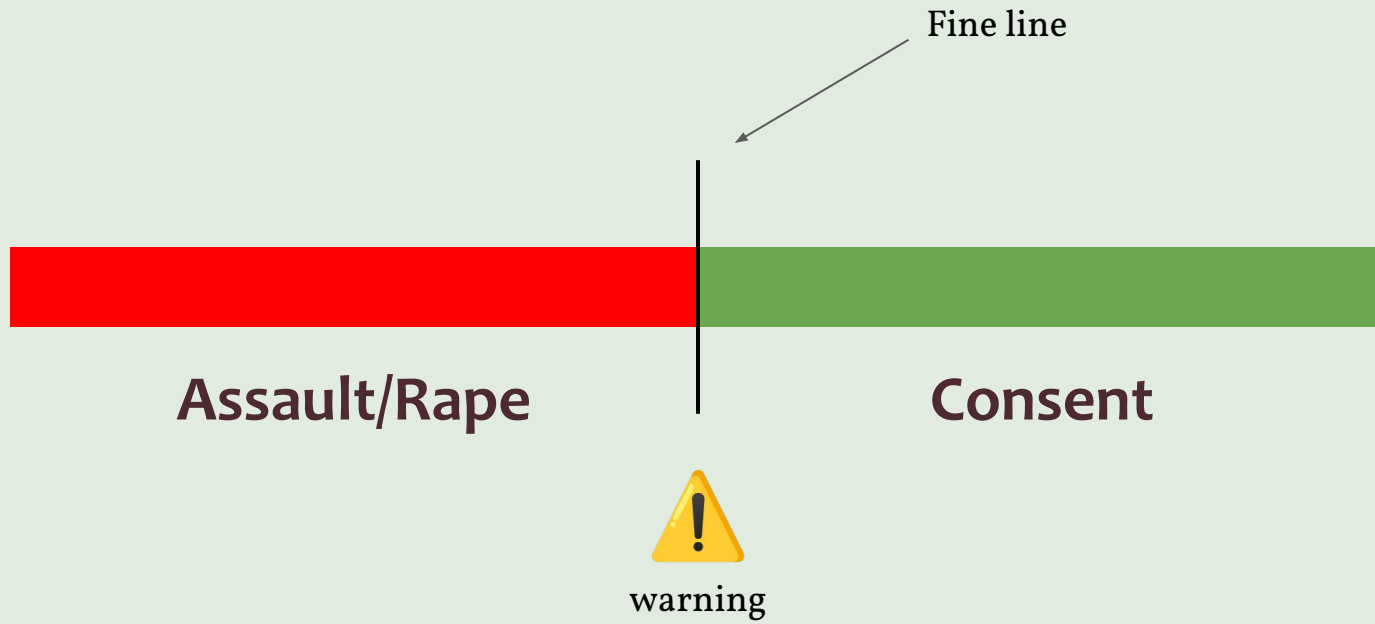
- Speak from your own experience—use “I” statements
- What’s said here stays here, what’s learned here leaves here
- We can’t be articulate all the time (ouch/oops)
- Lean into discomfort, but take care of yourself (stretch, don’t break)
- Be curious
- Be kind—this is deeply personal for some of us
- Be aware of time (share air time)

# Our Vision

Learning about consent should make people feel more empowered in their relationships, not more afraid of sex.

# Mutual Desire







**Assault/  
Rape**

**Basic  
Consent**

**Great  
Sex**

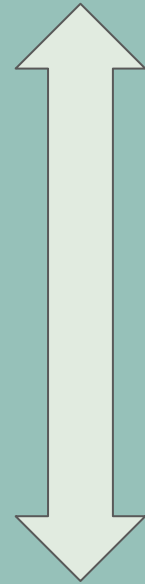


**Hell No**

**Hell Yes**

# Words have power

- “consent incident”
- “boundary crossing”
- “consent violation”
- “assault”
- “rape”



Neutral

Broad

Charged

Specific



# What is Transformative Justice?

- Responding to violence/harm without creating more violence/harm
- Created by and for marginalized communities
- Recognizes that we all cause harm
- Promotes healing, accountability, and safety for all involved
- Focus on transforming the conditions that led to the harm—including systems of oppression
- Community-led and community-focused
- Explicitly abolitionist and not intended to be used by the state

# Consent Teams/Community Accountability

- Harm reduction, non-punitive, transformative justice approach
- Resource for education, coaching, facilitating conversations
- Ability to impose restrictions when necessary
- Make it easy to ask for support—avoid automatic actions
- Publicize the team and philosophy
- Encourage reporting of small things—when small things are addressed, big things are less likely to happen
- Focus on cooperative resolution, outcomes everyone is okay with

# Sharing Stories

- How do your co-ops handle consent violations?
- What has gone well? Poorly?
- Situations where you've felt some "ick" but not sure why

# Optional Topics/Activities

- More on consent teams/community accountability structures
- General guidance on handling boundary crossings as an individual
- Discuss & workshop specific situations
- Discuss intersections with social justice issues
- When is consent necessary?
- Reflecting on being on both sides of harm
- Activity: What makes me a good person?
  - How wanting to be a “good person” can get in the way of acknowledging harm

# Consent Team Best Practices

- Written values, policies, and structures for responding to harm
- Vet team members for ability to hold multiple perspectives, nuance, curiosity/non-judgment
- Different point person for each party
  - Select based on existing relationships, identities, or biases (self-select out), as well as availability
  - Both present when talking to second person
- Keep detailed, private notes
  - Clarity about who has access to what

# Tips for Talking to Involved Parties

- Nervous system regulation (yours and theirs)
- Prioritize their safety and consent
- Talking and listening in non-judgmental ways
- Ask about desired outcomes (when they're regulated)
- Harm can be bi-directional
- Everyone deserves care and respect

# When You've Experienced Harm

1. **Make sure you're safe.**
  - a. Get support. Keep asking until you get what you need.
2. **Feel your feelings.** (Everything you feel is okay.)
3. **Reflect** on possible interpretations of the incident.
  - a. How open are they likely to be to feedback and change?
4. **Consider talking to them**, or asking someone else to.
  - a. Culture changes when we give people the chance to learn and to be accountable.
5. **Remember your own learning and growth.**

# When You (May Have) Caused Harm

1. **Listen, reflect and validate** feelings and impact. Avoid arguing or explaining.
2. **Thank them** for telling you.
3. **Apologize** for what you can.
4. Look for **incoherence**—where were you out of integrity?
5. If appropriate, **ask for consent to share** your experience/intentions.
6. Commit to **behavior change**.
7. Ask if/how you can support them. Consider offering **amends**.
8. **Feel your feelings**. Express them away from the person harmed. Get support.



# What Core Values Make Me a “Good Person?”

Honesty	Generosity	Upholding	Ambition/	Contribution
Compassion	Forgiveness	traditions	Achievement	Helpfulness
Empathy	Humor	Dependability	Loyalty	Collaboration
Respect	Sacrifice	Courage	Love	Learning
Care	Boundaries	Curiosity	Determination	Growth
Kindness	Humility	Responsibility	Intelligence	Commitment
Independence/ Self-sufficiency	Creativity/ Innovation	Authenticity	Wisdom	Open- mindedness
	Discipline	Uniqueness	Competence/ Excellence	
	Joy	Popularity	Spirituality	

# What Core Values Make Me a “Good Person?”

“When I cause harm, I aim to respond with   [value]   by   [action]    
.”

Ex: “When I cause harm, I aim to respond with compassion by  
listening and empathizing with the person I harmed.”

# We All Cause Harm

**Think of a time you accidentally caused harm.**

1. How was it addressed (or not)?
2. What impact did that have?
3. What were your takeaways from the experience?
4. What might have happened if it had been addressed very differently (well or poorly)?

# We All Experience Harm

**Think of a time you were harmed by someone else's actions.**

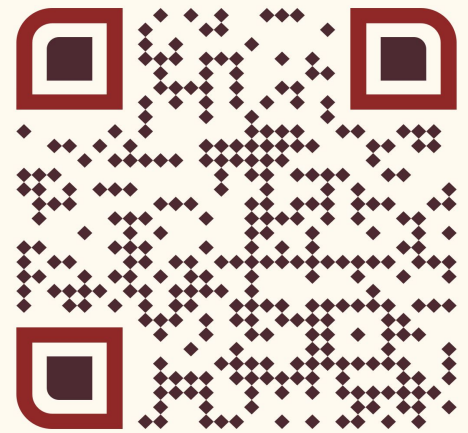
1. How was it addressed (or not)?
2. What impact did that have?
3. How would you have liked it to be addressed?
4. What were your takeaways from the experience?





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