

## What is Carroll County School Mediation Process?

A Mediation Process is a meeting of those affected by harmful behavior in the school and the offender(s). The goal of a Mediation Process is to create an agreement acceptable to all involved, which will repair the damage, and provide an opportunity for healing and closure.

During the Mediation all parties have the opportunity to tell what happened, how they have been affected and agree upon on plan of action.

The person who caused the harm has an opportunity to understand how his/her behavior has impacted those affected, the community, and themselves.

Mediation also improves positive thinking, problem solving skills, and constructive behavior.

### And There's More....

- CCPS Mediation Process is organized and led by a trained facilitator.
- The Mediation Process is held in a convenient/neutral location close to where the incident occurred.
- The Mediation Process results in an agreement by and for the participants.

## What Can I Expect When I Make a Referral?

1. Contact the Supervisor of Equity and Community Outreach at 410-386-1680.
2. The Supervisor will take the referral and contact those affected by and responsible for the harmful behavior.
3. Upon agreement to participate, a mediation will be scheduled by a trained facilitator.
4. The mediation will result with an agreement, which will be placed in writing and sent to all involved.
5. The agreement will be followed up by the Supervisor of Equity and Community Outreach.

### Transforming Conflict Into Action

Carroll County Public Schools  
125 North Court Street  
Westminster, Maryland 21157  
Phone: 410-386-1680  
Fax: 410-751-3030

### Transforming Conflict Into Action

From Conflict to Cooperation



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# Who Can Make a Referral?

Referrals are accepted from any of the following Resources:

- √ Schools
- √ Parents/  
Guardians
- √ Adolescent  
Counselors
- √ Students



Carroll County School Mediation Process is available to those who acknowledge involvement in the incident.

The Mediation Process is voluntary. People affected by the harmful behavior and supporters are encouraged to attend.

## What are the Benefits?

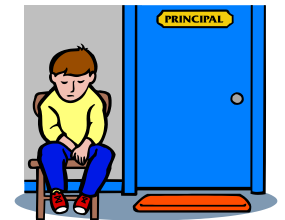
- People are empowered to resolve their own conflicts.
- Strengthens relationships.
- Provides a safe place to let others know how the incident has affected them.
- Offers opportunity for participants to take responsibility for their actions, and take action to repair the harm.
- Maximizes family preservation and support.
- Resolves conflicts quickly and effectively.
- Opportunity to experience sense of closure.
- Reduces Re-occurring offenses.

## What About Confidentiality

Carroll County School Mediation Process is confidential among the participants, their supporters, and the facilitator.

## What Type of conflict is Eligible for a Mediation Process?

- Threats or threatening letters
- Violence of electronic communication devices at school
- Hate Crimes/Discrimination/Racial Conflict
- Bullying
- Harassment
- Cyberbullying
- Disrespect to staff
- Disrespect to student(s)
- Truancy
- Fighting



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