



AFC Drop-in Center Restorative Justice and Consequences Overview (At-A-Glance)(key at bottom)

Action	Consequence	Additional information
Hanging out in front of the building, from Sprint to subway entrance	1. Warning 2. 1 Week BAO 3. 1 Week OPR	<i>If this continues while on BAO/OPR, a day may be added each time</i>
Discriminatory Language & Hate Speech	1. Warning/conversation 2. OFD with HRP/GBA 3. 1 week BAO with HRP/GBA 4. 1 week OPR with HRP/GBA	<i>Determined on case by case basis; can result in immediate BAO/OPR depending on the intent and level of the language</i>
Play Threat and/or Play Fighting	1. Warning/conversation with staff member 2. OFD. Check in with Supervisor before re-entry	<i>Mediation or 1 week BAO may be added if behavior continues</i>
Vague/Indirect Threats	1. Warning/conversation with staff member 2. OFD 3. 1 week BAO and check in with Supervisor before re-entry	<i>If behavior continues, client may be put directly on 1 week BAO. (If threat is towards staff, mediation is required.)</i>
Property Destruction <i>Property destruction may be considered physically violent and result in a period of OPR depending on level of severity</i>	4-8 Conflict and Stress Management Sessions with MHS (one per week) and 2 CM sessions to work on service plan. (+CRP/GBA)	Will only have access to drop in once a week for their scheduled CSM sessions/CM
Direct Threats <i>Any threat made directly and/or with intent at a client or staff member</i>	4-8 Conflict and Stress Management Sessions with MHS (one per week) and 2 CM sessions to work on service plan. (+CRP at end of sessions)	Will only have access to drop in once a week for their scheduled CSM sessions/CM <i>(If threat is towards staff, mediation is required.)</i>
Physical Violence <i>*Physical Violence acts against staff may result in a permanent ban</i>	30 Day OPR. Followed by 4-8 Conflict and Stress Management Sessions with MHS (one per week) and 2 CM sessions to work on service plan. (+CRP at end of sessions)	Will only have access to drop in once a week for their scheduled CSM sessions/CM after initial 30 day OPR
Unwanted Sexual Attention and/or Contact <i>Unwanted sexual attention includes both non-physical sexual harassment and unwanted physical sexual touch. Unwanted sexual attention is an act of violence, and will be treated as such.</i>	OFD / BAO until SHP is completed. OR 30 Day OPR. Followed by: 4-8 therapy sessions and 2 CM sessions to work on service plan. (+SVP at end of sessions)	Will only have access to drop in once a week for their scheduled therapy sessions/CM

Consequence: Determined by staff as a response to actions and/or behaviors that violate safety policies. Most often you will be asked to leave the space and get in touch with your case manager on Wednesday for information about the determination.

BAO (By Appointment Only): You are able to come to the drop-in for scheduled appointments only. You should arrive no earlier than 15 minutes before your appointment and must wait for staff to escort you in and out of the building. You can receive to-go meals during designated meal times (1-2 or 6-7).

OPR (Out Pending Re-Admit): You are not eligible for services for a certain period of time.

OFD (Out for Day): You are not allowed to access drop-in services for the rest of the day.

GBA (Give Back Activities): An activity that demonstrates a meaningful contribution to the space. Clients required to complete a GBA will be given a list of options to choose from. If a client would like to propose an alternative idea, this can be approved by a supervisor.

HRP (Hate Speech Resolution Protocol): These are conducted when discriminatory language is used in the space. You will sit with a staff person to complete one of these before being allowed back into the space.

CRP (Conflict Resolution Protocol): These are conducted after a threat or violent incident. You will sit with a staff person to complete one of these before being allowed back into the space.

SHP (Sexual Harassment Protocol): These are conducted after sexual harassment is witnessed or reported. You will sit with a staff person to complete one of these before being allowed back into the space.

CSM (Conflict Stress Management): Therapeutic sessions focusing on emotion management and skill building for responding to stress and conflict. These will be completed with your mental health specialist.