Harm Accountability Guide

I was harmed in a group setting or one-on-one interaction

I think someone else was harmed in a group setting or one-on-one interaction

I caused or think I caused harm in a group setting or one-on-one interaction

Someone tells me I caused harm in a group setting or one-on-one interaction

Someone tells me they were harmed in a group setting or one-on-one interaction

Harm Accountability Guide

Pre-work: Norms must be in place first

1 Acknowledge

2 Ask

3 Amend

4 Audit



Acknowledge

01

Acknowledge when harm has or may have occurred as soon as possible (**within 72 hours**)

Acknowledgement can be led by anyone

Someone in leadership should be informed for follow-up

Ask

02

Ask the person or group harmed how they want to move forward

Ask the person or group harmed how they would like to be involved in the process

Ask if the person or group harmed if they need more time to process

Make Amends

03

The person who created harm is **given time to process and reflect**

The person who created harm makes amends. May be led by person or group harmed or leadership, on how to make amends

Review/Audit Process

04

This guide should be further developed, documented, and reviewed for updates

Recognize and implement systems and practice change where needed

The Athena Group
HUMANITY IN EVERY SYSTEM

Thank you!

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