

The Harder Kind of Accountability

Responsibility, repair, relationships, and what happens after something goes wrong.

After accountability has been assigned, what still needs to be repaired?

Use this conversation to examine whether your current approach holds both high standards and high support - and whether it creates a pathway back into responsible participation.

1 WHAT HAPPENED - AND WHO WAS AFFECTED?

Can we name the harm clearly without rushing to blame, excuses, or premature solutions? Whose experience may be missing?

2 WHAT DOES ACCOUNTABILITY REQUIRE?

Are we asking only what consequence applies, or also what responsibility the person who caused harm needs to take?

3 ARE STANDARDS AND SUPPORT BOTH HIGH?

Where might we be rescuing, controlling, neglecting, or genuinely holding expectations and support together?

4 WHAT NEEDS REPAIR?

What happened to trust, safety, dignity, learning, or relationships? What can realistically be repaired - and what cannot?

5 IS THE PROCESS SAFE AND VOLUNTARY?

Are people being pressured to forgive, reconcile, or participate before they are ready? What safeguards are required?

6 WHAT WOULD RESPONSIBLE RE-ENTRY LOOK LIKE?

What would need to become true for someone to return to the community differently - with trust rebuilt through action, not simply promises?

BEFORE YOU LEAVE

One standard or boundary we need to protect

One relationship or harm that still needs attention

One condition for responsible re-entry we need to clarify

The goal is not less accountability. It is better accountability.