

November 16, 2009

*“Confrontation is one of the primary means by which community members can learn from one another and thereby facilitate the realization of a truly diverse environment.”
(Section 3.03a of the Honor Code)*

Dear Haverford Community,

An abstract was released in Fall 2008 (Erin and Peter) with a resolution that Honor Council create a set of guidelines for confrontation. When discussing how best to do this, we were concerned that creating a set of “guidelines” might rigidly define confrontation. Confrontations vary, and the way in which we confront depends on the specific circumstances of the situation. So, instead of offering explicit instructions, we would like to share some thoughts on the purpose and process of confrontation.

While the term “confrontation” may sound threatening, we wish to emphasize that it does not have to be. A confrontation is a discussion that addresses the concerns of one party about the behavior of another. Although confrontation can be about something as serious as plagiarism, it can also be asking a friend to clarify a comment that bothered you. These discussions allow us to learn from each other and talk about issues openly before they become greater misunderstandings.

Here are some things to consider when confronting:

- Ask where someone is coming from before asking them to change their behavior.
- Be considerate of the privacy of the people involved.
- Think about the best place and time to confront.
 - Aim for a private setting.
 - Use caution when those involved have been drinking. While it is our obligation to confront, we can temporarily put off confrontation if it doesn't seem like it would be productive at that particular time.
- It's generally best to have confrontation be a face to face interaction, and not have it occur over e-mail.
 - The Go! boards and ACBs (Anonymous Confession Boards) are also not appropriate avenues for confrontation unless you do not know whom to confront.
- Remember, confrontations will not necessarily involve Honor Council proceedings (e.g. a trial, mediation, etc.). However, if you do not feel that a resolution has been achieved, that's when Honor Council can help.
 - Throughout the process of confrontation, communication is key. Especially make sure to communicate clearly about whether you feel the situation has been resolved, or whether you would like to see it brought to Honor Council.

- This should involve the confronted party bringing him or herself to Honor Council. See more specific guidelines on this process in the attached flow chart.
- The flow chart at the end of this document suggests a timeline you might follow.

Confrontation is the application of the values of the Honor Code to daily life. It is the means through which we hold each other accountable for our behavior. These confrontations, both large and small, contribute to the realization of a community that embodies the values of trust, respect, and concern.

Sincerely,

Honor Council

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Daniel Connochie '11	Dana Eiselen '11	Ryan Fackler '11	Noah Lavine '11
Silas Altheimer '12	Anna Brockway '12	Emily Dix '12	Seth Kennedy '12
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Confrontation Flow Chart

