

“John was the architect of a significant new system for inmate grievance resolution based on restorative justice principles that was fair, transparent, and accountable for all parties. The grievance system was responsible for a dramatic drop in litigation and a decrease in disciplinary violations at Vermont correctional facilities. This system incorporated both informal conflict resolution strategies and, a formal accounting process that reduced paperwork while ensuring due process in a non-adversarial structure. John designed the system, championed it, and worked it all the way through the bureaucracy of the DOC, getting not only administration and staff approval, but gained support from both inmates and their advocates.”

John G. Perry, Director of Planning (Retired), VTDOC