

FULL ROLE-PLAY SCRIPT Crush Stealer

Observers: Jacob and Caleb used to be friends before Caleb started seeing Ruby, Jacob's ex. Ever since then, Jacob has started making passing comments to Caleb in the hallways. At first, Caleb ignores the comments, but a few days ago, he has had enough. Caleb confronts Jacob during lunch, which leads them to fight in the middle of the cafeteria. They're stopped shortly after and are sent to peer mediation the next morning.

Peer Mediator 1: Hello everyone, welcome to your mediation. My name is _____ and this is my co-mediator _____.

We are glad you are here to mediate and we look forward to helping you work through your conflict today.

First, I would like everyone in the room to please introduce themselves. (pause for introductions)

Thanks! Really quickly, I'd like to tell you about mediation. Mediation is a way to resolve your dispute in a peaceful and collaborative manner. This process is voluntary and confidential unless you share something about you wanting to harm others or yourself.

Our role as co-mediators is to be neutral and actively listen. As mediators, we will not take sides and we will listen fully to each point of view.

Now I want to talk a little bit about your role today. Your role as the parties will be to be patient, flexible, and to listen to one another. We ask that you are respectful throughout the process and do not interrupt one another. We also ask that you take the time to listen and think about the other party's point of view in order to find solutions, and to think creatively about ways we can resolve this case today.

Are there any questions before we get started? (pause for questions)

Great. Now to begin, we would like to ask each of you to tell us what brought you to mediation today and to share a little bit about your side of the story. Jacob, let's have you start if you're okay with that.

Jacob: Sure, basically last week I found out that the person who was supposed to be my friend started going out with Ruby. She's my ex, but we had just broken up. It had been only a day before. So, I was not cool with that. I mean, who goes after their friend's girl?

Caleb: Bro, you were not—

Peer Mediator 2: Caleb, we'll get to your story in a little bit but before that, let's let Jacob have a chance to share what he would like without getting interrupted.

Caleb: *Nods*

Peer Mediator 2: *Gestures for Jacob to continue*

Jacob: It just sucks because we were friends or I thought we were friends, until he started going after Ruby. I've been seeing the two of them around and I can't help but say something. It's nothing too bad but he messed up so I just needed him to know that.

Peer Mediator 1: To make sure I have things right, you used to date Ruby, and then recently, after you two broke up, you learned that Caleb was going out with Ruby. After learning about the new relationship, you started making comments towards Caleb about how you were feeling. Does this sound right?

Jacob: Yeah, pretty much. Then on Friday, I said something to Caleb during lunch and started walking away. All of a sudden he shoves me from behind. I was not going to take it so I pushed him back, but yeah, we got sent to the office real quick.

Peer Mediator 2: I appreciate you sharing all of this. Caleb, thank you for waiting. We would now like to hear how things went down on your end.

Caleb: Okay. Basically, I've been interested in Ruby for a bit. I know it's not cool since Jacob was dating her first, but Ruby and I have been friends for a while, and I don't know, she's just cool. After I heard that Ruby and Jacob broke up, I wanted to make sure Ruby was doing okay. We started hanging out and decided to date. I was going to tell Jacob! I was just not trying to do it right away because I knew he'd be upset and I didn't want to deal with it. Anyway, this past week, Jacob has been saying stuff right when I pass him in the hallway. I get it. He's mad. But also, it was just getting old— he should have just said something to my face. Then when we were at lunch the other day, when I saw him and he said something again, I kinda snapped. I didn't hit him... I just grabbed his shoulder because I wanted to talk or whatever. He looked ticked and he shoved me. Before I could get a hit in, the teacher yelled at us and sent us down here. So, yeah, that's what happened.

Peer Mediator 1: Thank you, Caleb. It seems like this situation has been pretty frustrating and hard to deal with. Is that right?

Caleb: Yeah.

Peer Mediator 2: We appreciate that you both have been so willing to share. Now, we're going to ask a couple of questions to help us figure out what both of you would like to get out of this conversation. Does this work for both of you?

Jacob: Yeah, whatever.

Caleb: Yep.

Peer Mediator 1: Okay, knowing more information from both of y'all, we are going to move forward in our conversation by trying to come up with a win-win situation. Let's start with you, Jacob. What do you think is important to you?

Jacob: I don't know? I just think it was really messed up what Caleb did. We were friends! Friends don't go behind each others' backs! And he doesn't even seem to care that much, right? He did not even look like he felt bad for what he did to me!

Caleb: Hey, I did—

Peer Mediator 2: Caleb, I know you want to share and you will get a turn, but remember, we are asking both of you not to interrupt, please.

Caleb: Yeah, sorry.

Peer Mediator 1: Going back to what you said, Jacob, it sounds like you were pretty hurt by Caleb's actions but also, you were hurt that he didn't talk to you about it afterwards. Is that fair?

Jacob: Yeah. I really just wanted him to talk to me because honestly, it was more about the friendship than about the girl.

Peer Mediator 2: *Looking at Jacob* How would you feel if you got an apology from Caleb?

Jacob: I think I could just move on then.

Peer Mediator 1: Caleb, what do you think you need in this situation?

Caleb: Finally! I just want him to leave us alone. I get that I could have told him earlier but he really needs to just chill.

Jacob: Chill?!

Peer Mediator 2: Hold on. Let's make sure to hear Caleb out fully.

Caleb: *Pausing for a moment* Yeah, I just want to move on.

Peer Mediator 1: What does that exactly look like for you, Caleb?

Caleb: I guess I don't think we should hang out anymore. Seems like the damage has been done.

Peer Mediator 2: I appreciate you sharing honestly. Jacob, how do you feel about the possibility of not staying friends after this mediation is over?

Jacob: I don't know. It sucks, but also, I get it and kinda feel the same way at this point. I just want him to apologize to me.

Peer Mediator 1: Okay, so what I am hearing is that Jacob, you would like an apology from Caleb about not talking to him earlier. And that both of you are wanting to move on and no longer be friends, but continue to be respectful of each other. What do you two think about these terms?

Caleb: I'm good with that.

Jacob: Okay with me.

Peer Mediator 2: Great, it looks like we have an agreement. We're now going to write down what both of you just agreed to on a piece of paper that you'll also sign. If you disagree with any of the wording, just let us know so we can make sure we get back on the same page.

Peer Mediator 1 starts writing out terms and parties sign

Peer Mediator 1: Thank you so much for participating in today's mediation and we hope that this was helpful to both of you. If you ever need another mediation, please let us know and we'd be happy to help!

Peer Mediator 2: But hopefully not another mediation between the two of you LOL

Jacob: Hahah, okay thanks. *grabs backpack*

Caleb: Yeah, see you around! *takes backpack and leaves*