



POLICY: Alternate Dispute Resolution Policy	APPROVED: Sept. 23, 2020	REVISED:	PAGES: 2
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Definitions

1. The following terms have these meanings in this Policy:
 - a) “*Corporation*” – POWERHOCKEY CANADA
 - b) “*Parties*” – Individuals employed by, or engaged in activities with the Corporation including, but not limited to, athletes, officials, clubs, Provincial Sport Organizations, managers, administrators, committee members, and directors and officers of the Corporation.
 - c) “*In writing*”- A letter or email sent directly to the Corporation.

Purpose

2. The Corporation supports the principles of Alternate Dispute Resolution (ADR) and is committed to the techniques of negotiation, facilitation, and mediation as effective ways to resolve disputes.
3. The Corporation encourages all individuals and parties to communicate openly, collaborate, and use problem-solving and negotiation techniques to resolve their differences. The Corporation believes that negotiated settlements are usually preferable to outcomes resolved through other dispute resolution techniques.

Application of this Policy

4. This Policy applies to all disputes within the Corporation when all parties to the dispute agree that such a course of action would be mutually beneficial.

Facilitation and Mediation

5. The dispute will first be referred to the Corporation’s President (or designate) for review, with the objective of resolving the dispute via Alternate Dispute Resolution and/or mediation.
6. If all parties to a dispute agree to Alternate Dispute Resolution, a mediator or facilitator shall be appointed by the Corporation to mediate or facilitate the dispute.
7. The mediator or facilitator shall decide the format under which the dispute shall be mediated or facilitated, and shall specify a deadline before which the parties must reach a negotiated settlement.
8. The final decision will be communicated by the mediator or facilitator to the parties and the Corporation.
9. Should a negotiated decision be reached, the decision shall be reported to, and approved by the Corporation. Any actions that are to take place as a result of the decision shall be enacted on the timelines specified by the negotiated decision, pending the Corporation’s approval.
10. Should a negotiated decision not be reached by the deadline specified by the mediator or facilitator, or if the parties to the dispute do not agree to Alternate Dispute Resolution, the dispute shall be considered under the appropriate section of Corporation’s *Discipline and Complaints Policy* or *Appeal Policy*.
11. The costs of mediation and facilitation will be shared equally by the parties or paid by the Corporation upon the Corporation’s sole discretion.

Final and Binding

12. Any negotiated decision will be binding on the parties. Negotiated decisions may not be appealed.
13. No action or legal proceeding will be commenced against the Corporation or its Individuals in respect of a dispute, unless the Corporation has refused or failed to provide or abide by the dispute resolution process set out in its governing documents.