

Policy:	Dispute Resolution
Category:	GP9
Policy Type:	Governance Process
Monitoring Frequency:	Annually
Review Month:	February
Revised Date:	February 25, 2021
Board Approval Date:	December 12, 2020

1. Definitions

The following terms have these meanings in this Policy:

- a. *"In writing"*- A letter, fax or email sent directly to S.A.R.P.
- b. *"S.A.R.P."* – Saskatchewan Association of Recreation Professionals.

2. Purpose

- 2.1 Saskatchewan Association of Recreation Professionals (S.A.R.P.) supports the principles of dispute resolution and is committed to the techniques of negotiation, facilitation, and mediation as effective ways to resolve disputes.
- 2.2 S.A.R.P. encourages all individuals and parties to communicate openly, collaborate, and use problem-solving and negotiation techniques to resolve their differences. S.A.R.P. believes that negotiated settlements are usually preferable to outcomes resolved through other dispute resolution techniques.

3. Application of this Policy

- 3.1 This policy applies to all disputes within S.A.R.P. when all parties to the dispute agree that such a course of action would be mutually beneficial.

4. Facilitation and Mediation

- 4.1 If all parties to a dispute agree to dispute resolution, a mediator or facilitator shall be appointed by S.A.R.P. and/or the case manager to mediate or facilitate the dispute.
- 4.2 The mediator or facilitator shall decide the format under which the dispute shall be mediated or facilitated.
- 4.3 The final decision will be communicated by the mediator or facilitator to the parties and S.A.R.P.
- 4.4 Should a negotiated decision be reached, the decision shall be reported to, and approved by S.A.R.P.
- 4.5 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 dispute resolution, the dispute shall be considered under the appropriate section of S.A.R.P.'s *Complaints and Discipline Policy* or *Appeal Policy*.
- 4.6 The costs of mediation and facilitation will be shared equally by the parties or paid by S.A.R.P. upon S.A.R.P.'s sole discretion.

5. Final and Binding

- 5.1 Any negotiated decision will be binding on the parties. Negotiated decisions may not be appealed.
- 5.2 No action or legal proceeding will be commenced against S.A.R.P. or its individuals in respect of a dispute, unless S.A.R.P. has refused or failed to provide or abide by its governing documents.