



## ROWING BC

### DISPUTE RESOLUTION POLICY

Effective date	January 22, 2022
Archived date	-
Date last reviewed	January 22, 2022
Scheduled review date	January 2024
Replaces and/or amends	Rowing BC Dispute Resolution Policy (September 2014)
Approved by and date	Rowing BC Board of Directors January 22, 2022
Appendix(-ces) to this Policy	N/A

#### A. Purpose

1. Rowing BC supports Individuals in seeking to resolve their own conflicts and recognizes that, in many cases, disputes can be resolved directly and quickly in an informal way. In situations where direct action by Individuals may be inappropriate or unsuccessful, Rowing BC supports the principles of Alternate Dispute Resolution (ADR) to resolve disputes, which can be achieved through negotiation, facilitation, and mediation. ADR avoids the uncertainty, costs, and other negative effects associated with lengthy appeals or complaints, or with litigation.
2. Rowing BC encourages all Individuals to communicate openly, and to collaborate and use problem-solving and negotiation techniques to resolve their differences. Rowing BC believes that negotiated settlements are most often preferable to arbitrated outcomes. Negotiated resolutions to disputes with and among Individuals are strongly encouraged.

#### B. Application of this Policy

3. This Policy applies to all Individuals.
4. Opportunities for ADR may be pursued at any point in a dispute when all Parties to the dispute agree that such a course of action would be mutually beneficial.

#### C. Facilitation and Mediation

5. If all Parties to a dispute agree to ADR, a mediator or facilitator, acceptable to all Parties, shall be appointed to mediate or facilitate the dispute. The costs of the mediation or facilitation shall be borne by the Parties, unless agreed to otherwise with Rowing BC. Rowing BC may, upon agreement of the Parties, refer the matter for mediation using the mediation services of the Sport Dispute Resolution Centre of Canada (SDRCC).
6. The mediator or facilitator shall decide the format under which the dispute shall be mediated or facilitated and may, if they consider it appropriate, specify a deadline before which the Parties must reach a negotiated decision.



7. Should a negotiated settlement be reached, the settlement shall be reported to Rowing BC for approval. Any actions that are to take place as a result of the decision shall be enacted on the timelines specified by the negotiated settlement.
8. Should a negotiated settlement not be reached by the deadline specified by the mediator or facilitator at the start of the process (if set), or if the Parties to the dispute do not agree to ADR, the dispute shall be considered under the appropriate section of the *Discipline and Complaints Policy* or *Appeal Policy*, as applicable.

#### **D. Final and Binding**

9. Any negotiated settlement will be binding on the Parties and shall remain confidential and will be protected by Rowing BC's Privacy Policy, as applicable. Negotiated settlements may not be appealed.

#### **E. Privacy**

10. The collection, use and disclosure of any personal information pursuant to this Policy is subject to Rowing BC's Privacy Policy.
11. Rowing BC or any of its delegates pursuant to this Policy shall comply with Rowing BC's Privacy Policy in the performance of their services under this Policy.