



# Bowls Alberta & Member Clubs



## Dispute Resolution Policy

All capitalized words are defined in the Definitions section, the Appendix of the Safe Sport Manual.

### Purpose

1. Bowls Alberta and its Member Clubs (referred to hereafter as the Organizations) support the principles of Dispute Resolution and are committed to the techniques of negotiation, facilitation, and mediation as effective ways to resolve disputes. Dispute Resolution also avoids the uncertainty, costs, and other negative effects associated with lengthy appeals or complaints, or with litigation.
2. The Organizations strongly encourage all Participants to communicate openly, collaborate, and use problem-solving and negotiation techniques to resolve their differences and disputes. Negotiated settlements are usually preferable to outcomes resolved through other dispute resolution techniques.

### Application of this Policy

3. This Policy applies to all Participants.
4. Opportunities for Dispute Resolution 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.

### Facilitation and Mediation

5. The dispute will first be referred to the Organization's Safe Sport Officer for review, with the objective of resolving the dispute via Dispute Resolution and/or mediation.
6. Should a negotiated decision be reached, the decision shall be reported to, and approved by, the Organization. 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 Organization's approval.
7. Should a negotiated decision not be reached by the deadline specified by the mediator or facilitator at the start of the process, or if the parties to the dispute do not agree to Dispute Resolution, the dispute shall be considered under the appropriate section of the *Discipline and Complaints Policy* or *Appeal Policy*, as applicable.

### Final and Binding

8. Any negotiated decision will be binding on the Parties. Negotiated decisions may not be appealed.

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