

Mediation

The Process

What is mediation?

Mediation is a process where parties meet with a neutral and impartial person who aids the parties in discussing their grievance. Mediators do not decide what is perceived as “right” or “fair” but instead attempt to define the issue and break obstacles to effective communication.

When to seek mediation:

- Having difficulty resolving a dispute
- Lacking conflict resolution skills
- Hesitancy to reach a resolution

What to expect:

First, each party is invited to an intake meeting to give the mediator an overview of their concerns.

Second, the mediation is scheduled and each party has a chance to prepare. They can organize concerns, goals, and their options for resolution.

Third, the mediation takes place. The mediator opens with a statement, allows both parties a chance to make their opening statement, and then opens the floor for a joint conversation.

Finally, the parties move into joint negotiations to find a resolution to the issue. Once a resolution has been met, the mediator solidifies the agreement and moves for closure.

Note: All mediations are different and some may not result in an agreement. The steps above are a general outline of a common mediation process.

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