

CLIENT FEEDBACK

"I found ADR more helpful than expected"

"I would absolutely recommend this service to my coworkers!"

"Was able to see other party's point of view"

CONTACT



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Alternative Dispute Resolution Program

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<https://seattle.feb.gov/disputeresolution/>

WORKPLACE PROBLEM?
CONSIDER MEDIATION

MEDIATION



WHO ARE THE MEDIATORS?

Seattle FEB mediators come from a wide variety of jobs in both the public and private sectors. The cadre of mediators reflects the diversity of our community.

HOW MUCH DOES IT COST?

Mediation services are provided at no cost to the participants or the agencies, with the exception of mileage/ airfare/ parking for the mediators, if the mediation requires travel.

WHAT IS MEDIATION

Mediation is an informal, yet structured conversation in which people in conflict discuss their issues directly with each other.

In cases where the issues are clearly defined, the mediator may simply facilitate discussions. Because mediators are specially trained and experienced in conflict resolution techniques, they are able to help the parties work through strained or emotional communications, distrust, and long standing conflict. Mediators help parties explore creative solutions to problems, but it is the parties who agree upon the solution as the mediator does not have the power to force a decision on either party.

WHY SHOULD I USE MEDIATION?

- A mediation session can be scheduled within 2-3 weeks. Most mediations take less than one day.
- Discussions that occur in mediation are confidential.
- Mediators are protected from testifying or releasing information.
- Mediation does not remove any other rights you have to grieve, arbitrate or litigate a dispute or conflict.

WHAT CONFLICTS CAN BE MEDIATED?

Employment/Workplace

- Communication
- Cross-cultural
- Interpersonal
- Multi-party
- Unmet Expectations
- Staff/ management

EEO

- Discrimination
- Harassment
- Hostile Work Environment