

## **Policy Title: Mediation**

**Impact:** Employees

**Responsibility:** Human Resources

**Effective Date:** 06/24/1998

**Revised Date:** 03/22/2023

**Reviewed Date:** 03/22/2023

**Relates to Procedure(s):** 3.02.23.01

**Legal Citation(s):**

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## **Policy Narrative**

In any workplace, there occasionally will be interpersonal conflicts, differences of opinion, or other disagreements that could be more quickly and completely resolved with assistance from an uninvolved party acting as a mediator.

It shall be the policy of North Idaho College to provide employees access to an informal process for conflict resolution through mediation. This process shall only be applied with the consent of all parties directly involved in the dispute and may not be applied to any disputes covered by the college Grievance Policy (3.02.23), or any other formal dispute resolution process documented in policy and/or procedure.