

Maple Leaf International Muzzle Loading Association

Dispute Resolution Policy

Definitions

1. The following terms have these meanings in this Policy:
 - a) *“Individuals”* – All categories of membership defined in the MLIMLA’s bylaws, as well as all individuals employed by, or engaged in activities with the MLIMLA including, but not limited to, any director, officer, committee member, volunteer, coach, athlete, official, referee, manager and member within the MLIMLA.

Purpose

2. The MLIMLA supports the principles of Alternate Dispute Resolution (ADR) and is committed to the techniques of negotiation, facilitation, and mediation as effective ways to resolve disputes. The MLIMLA encourages all individuals to communicate openly, collaborate, and use problem-solving and negotiation techniques to resolve their differences.

Application of this Policy

3. This Policy applies to all individuals.
4. Opportunities for Alternate Dispute Resolution may be pursued at any point in a dispute within the MLIMLA when all parties to the dispute agree that such a course of action would be mutually beneficial.

Facilitation and Mediation

5. If all parties to a dispute agree to Alternate Dispute Resolution, a mediator or facilitator, acceptable to all parties, shall be appointed to mediate or facilitate the dispute.
6. The mediator facilitator shall decide the format under which the dispute shall be mediated or facilitated, and shall specify a deadline before which the parties must reach a negotiated decision.
7. Should a negotiated decision be reached, the decision shall be reported to, and approved by the MLIMLA. 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 MLIMLA’s approval.
8. 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 Alternate Dispute Resolution, the dispute will continue under the appropriate section of the MLIMLA’s Discipline and Complaints Policy, Appeal Policy or applicable governing document.

9. The costs of mediation and facilitation will be shared equally by the parties or expensed by the MLIMLA at their sole discretion.

Final and Binding

10. Any negotiated decision will be binding on the parties. Negotiated decisions may not be appealed.

Approval

This policy was approved by the MLIMLA Board of Directors on ____ July 9th, 2016.