



ONTARIO JIU JITSU ASSOCIATION

Dispute Resolution Policy. – 2017



Dispute Resolution Policy

Definitions

1. Definition of terms:

- a) “*Individuals*” – All categories of membership defined in the Association’s Bylaws, as well as all individuals employed by, or engaged in activities with, the Association, including, but not limited to, any director, officer, committee member, volunteer, coach, athlete, official, referee, manager and member within the Association or its Members.
- b) “*Members*” – Any member club of the Ontario Jiu-Jitsu Association.
- c) “*Association*” – Ontario Jiu-Jitsu Association.

Purpose

2. The Association 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 Association 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 Association 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. The mediator or facilitator will be a member of the Board of Directors of the Association.
6. The mediator or 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 Association. 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 Association’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 continue under the appropriate section of the Association’s Discipline and Complaints Policy or applicable governing document.

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

Final and Binding

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

