

Alternate Dispute Resolution Process

1. Opportunities for Alternate Dispute Resolution may be pursued at any point in a dispute when all parties to the dispute agree that such a course of action would be mutually beneficial.

2. If all parties to a dispute agree to Alternate Dispute Resolution, a mediator or facilitator, shall be appointed to mediate or facilitate the dispute.

3. 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.

4. a) **Should a negotiated decision be reached**, the decision shall be:

- Approved by the Organization.
- Reported to Swim Ontario,
- Any actions that are to take place as a result of the decision shall be enacted on the timelines specified by the negotiated decision.

5. a) Any negotiated decision will be final and binding on the parties, and may not be appealed.

4. b) Should a negotiated decision not be reached or if the parties to the dispute do not agree to Alternate Dispute Resolution.

5. b) The dispute shall be considered under the appropriate section of the Organization's *Discipline and Complaints Policy* or *Appeal Policy*.