

Mediation

What is Mediation?

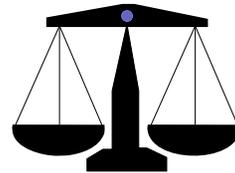
Mediation is a fast, relatively inexpensive way to resolve concerns in the work place. It is a neutral third party (the mediator) attempting to make resolution easier. The mediator assists the participants in clarifying issues, identifying underlying causes and arriving at appropriate remedies to resolve disputes. The mediator cannot impose a resolution on the parties and will remain confidential through the process. The mediator will assist participants in writing an agreement when parties reach a settlement. The mediation helps create a new forum where the participants can candidly discuss their concerns.

What Types of Disputes Can Be Mediated?

If you are an employee and find yourself in a dispute with a manager or coworker, mediation can help resolve issues privately, confidentially, and in a timely manner. If you are a manager, prompt resolution of the dispute frees your organization to resume mission support. Conflict is a part of life, but it is often an uncomfortable and difficult experience. Mediation has many advantages for both parties.

Will You Lose Any Rights by Using Mediation?

Employees do not give up any rights by using mediation. If mediation does not result in an agreement, you remain free to pursue the matter further under the appropriate grievance, discrimination complaint or other procedure.



The Aberdeen Proving Ground Installation agreed to the establishment of a system using alternative dispute resolution (ADR) techniques such as mediation to resolve workplace disputes. This Mediation program is not intended to replace negotiated grievance procedures, nor does it remove any rights or entitlements from the parties involved in the dispute. Participation in the ADR process is voluntary and must be agreed to by all parties to the dispute.

From the APG News

DEOMI Mediation Certification Program launched at APG

Gary Martin, executive deputy to the commander Martin said the mediation program is timely as communication problems and frustrations are likely to arise with the many changes that APG is going through with base realignment and closure.

Colonel Orlando Ortiz, APG Garrison and deputy installation commander, said the Mediation Certification Program is a great opportunity for APG, and that the program is critical during a time of many changes.

Did you know?

- Mediation is a process used to resolve disputes
- Mediation offers you the chance to state your issues
- The average EEO case takes at least 12 months before a decision is made by an administrative judge.
- 98% of EEO cases are dismissed before a judge hears the case
- Mediations are held within 14 days after request is made
- 70% success rate over the last 2 years (per HQDA)
- That mediation saves time, money, increases work place efficiency and enhances the work environment
- That if the mediation is successful, a settlement agreement will be prepared

How Can You Arrange for Mediation?

The ADR Specialist will explain the process, coordinate the mediation with the disputants and the co-mediators and schedule the time and place for the mediation. Mediators are assigned from a pool of mediators from base tenant organizations. Participation in the mediation is strictly voluntary. Mediation may last from 2 – 6 hours and can be held in several sessions

Aberdeen Proving Ground

ALTERNATIVE DISPUTE RESOLUTION PROGRAM



Please contact the ADR Specialist at 410-306-0152, if interested in Aberdeen Proving Ground's Mediation Program.