

Standard Practice Guide Policies

Mediation

201.09

Applies to: All employees not covered by a collective bargaining unit

I. POLICY

The University will make available to employees confidential consultation and mediation services to address concerns or resolve disagreements related to their employment.

II. DEFINITIONS

- A. Consultation: individual access to an impartial third party who will listen to concerns, provide information regarding University policies and resources, and assist in identifying possible alternative methods or strategies to resolve a conflict or problem.
- B. Mediation: a voluntary, confidential, and mutual effort between two or more parties, with the assistance of an impartial third party professionally trained as a mediator, to identify a mutually acceptable resolution.

III. REGULATIONS

- A. Mediators do not answer complaints, define solutions, or decide for or against either party. Nor do they provide legal advice or participate in formal grievance or disciplinary proceedings.
- B. Mediation may be sought at any time if both parties to a conflict or disagreement request or agree to it. Mediation fails if the parties are unable to agree to a mutually acceptable outcome. Either party may choose to end mediation efforts at any point in the process without retaliation. When both parties in a formal grievance process request it, the time clock on the grievance procedure may be stopped for a time period satisfactory to both parties to allow for a good faith attempt to resolve the conflict or disagreement through mediation.
- C. Mediation is not an appropriate means for resolving every kind of dispute, conflict or disagreement. By way of illustration, and not limitation, mediation is not available to appeal a decision not to grant tenure or promotion; discharge from employment; discipline for serious misconduct, including illegal acts; or to investigate or respond to

alleged unlawful harassment or discrimination or other legal or regulatory compliance issues.

Resources: www.umich.edu/~mediate (www.umich.edu/~mediate)

Notes

This SPG was reviewed in January 2017 with no changes.

File Attachments

Printable PDF of SPG 201.09 Mediation (/sites/default/files/policies/Mediation%20_%20Standard%20Practice%20Guides%20-%20University%20of%20Michigan.pdf)

SPG Number: 201.09	Applies To: All employees not covered by a collective bargaining unit
Date Issued: December 1, 1997	Owner: Office of the President
Last Updated: January 3, 2013	Primary Contact: Equity, Civil Rights and Title IX Office
Next Review Date: January 3, 2021	

Related Links:

Mediation Services for Faculty & Staff (<http://www.umich.edu/~mediate>)

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