

# **Ontario Skeet Shooting Association (OSSA)**

## **Dispute Resolution Policy**

### **Definitions**

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

### **Purpose**

2. The Ontario Skeet Shooting 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 Ontario Skeet Shooting 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 Ontario Skeet Shooting 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.
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 Ontario Skeet Shooting 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 OSSA’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 OSSA'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 Ontario Skeet Shooting Association at their sole discretion.

**Final and Binding**

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

**Approval**

The Dispute Resolution Policy was approved by the Ontario Skeet Shooting Association's Board of Directors on: January 12, 2017