

BRITISH COLUMBIA WRESTLING ASSOCIATION

ALTERNATIVE DISPUTE RESOLUTION POLICY

1. PURPOSE

The British Columbia Wrestling Association (“BCWA”) supports the principles of Alternate Dispute Resolution (“ADR”) and are committed to the techniques of negotiation, facilitation, and mediation as effective ways to resolve disputes. ADR also avoids the uncertainty, costs, and other negative effects associated with lengthy appeals or complaints, or with litigation.

BCWA encourages all Participants to communicate openly, collaborate, and use problem-solving and negotiation techniques to resolve their differences. BCWA believes that negotiated settlements are usually preferable to outcomes resolved through other dispute resolution techniques. Negotiated resolutions to disputes with and among Participants are strongly encouraged.

2. APPLICATION OF THIS POLICY

- a. This Policy applies to all Participants.
- b. Opportunities for ADR 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.

3. FACILITATION AND MEDIATION

- a. If all parties to a dispute agree to ADR, the BCWA will mediate or facilitate the dispute. Alternatively, a mediator or facilitator, acceptable to all parties, shall be appointed to mediate or facilitate the dispute. BCWA commits to using the Sport Dispute Resolution Centre of Canada (SDRCC) mediation and facilitation services where possible.
- b. 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.
- c. Should a negotiated decision be reached, the decision shall be reported to and approved by BCWA. 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 approval.
- d. 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 ADR, the dispute shall be considered under the appropriate section of the Discipline and Complaints Policy or Appeal Policy, as applicable.

4. FINAL AND BINDING

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