

Ohio State Mediation Service

For Faculty,
Staff, and
Graduate
Associates

Mediation is especially effective at the early stage of a disagreement, opening up communication before concerns escalate. We encourage faculty and staff to make use of mediation sooner rather than later; however, later stage disputes can also be resolved successfully.

The process of mediation is designed to:

- Offer structured professional assistance in discussions about **tough issues**
- Provide a **safe haven** with low risk to the parties
- Promote **individual responsibility** for decision making and problem resolution
- Foster **mutual respect** and **understanding** of individual differences
- Enhance **future** work relationships
- Achieve **results** that bring parties closer together

Mediation services are available to faculty, staff, and graduate associates as a way to resolve workplace disputes.

Mediation is not available for resolving disputes related to promotion and tenure, discrimination, sexual harassment, serious misconduct/criminal activity, discharge, or issues governed by federal or state law.

Mediation is a **voluntary and confidential** process in which a neutral third party helps disputing parties work through and resolve problems. Mediation offers an opportunity to resolve issues collaboratively and provides valuable opportunities for learning and change.

Who Are The Mediators?

Our mediators are professional, full-time, neutral mediators who are not affiliated with Ohio State. The mediators have significant experience and expertise in mediation. The mediation coordinator will assign the mediator. You will have the opportunity to decline a mediator prior to mediation and request a different mediator if you prefer.

What Is The Mediator's Role?

The mediators' role is not to decide who is right or wrong, who wins or loses. Rather, the mediator is a neutral who facilitates communication to help the participants reach their own resolution of the matter.

What Is Involved in Mediation?

The mediator facilitates the mediation process, which includes:

- Explaining the mediation process and establishing ground rules
- Encouraging dialogue, listening to, and summarizing each party's perspective
- Clarifying the issues to be mediated
- Facilitating the generation, evaluation, and selection of alternatives
- Clarifying the terms of agreement

How Do I Initiate Mediation?

If you have a concern that you think could be resolved through mediation, the first step is an intake discussion with the mediation coordinator. To schedule this discussion, call the mediation coordinator at 614-688-8643.

If you want to refer other parties to mediation, talk with the involved parties about using mediation to resolve their dispute. If you feel you cannot do this, call the mediation coordinator at 614-688-8643.

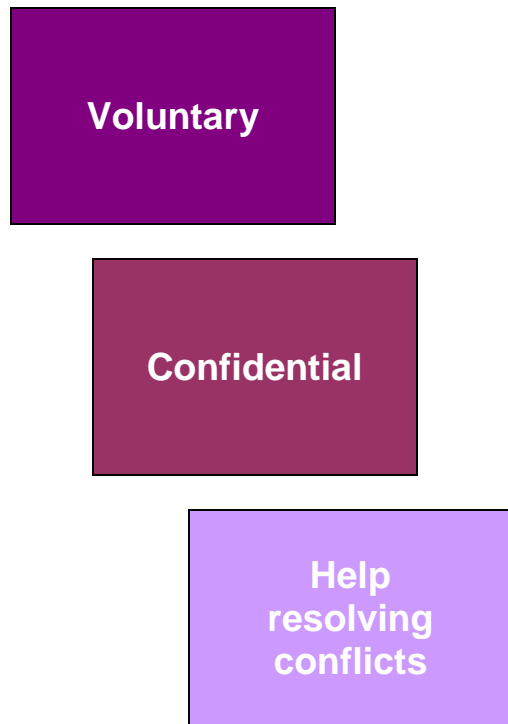
Mediation Service

For Faculty, Staff and
Graduate Associates

Organization and Human Resource Consulting
1590 North High Street, Suite 300
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614-688-8643
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Mediation at Ohio State



Mediation gives faculty, staff, and graduate associates a safe, voluntary, and confidential process to resolve workplace disputes.

Mediation can occur between peers or between individuals at different levels at Ohio State.

The Ohio State University



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**Office of Academic Affairs
Office of Human Resources**

