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

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 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.