

# **Advantages of Mediation**

☐ **Free**

Mediation is available at no cost to the parties.

☐ **Fair and Neutral**

Parties have an equal say in the process and decide settlement terms, not the mediator. There is no determination of guilt or innocence in the process.

☐ **Saves Time and Money**

Mediation usually occurs early in the charge process, and many mediations are completed in one meeting. Legal or other representation is optional but not required.

☐ **Confidential**

All parties sign a confidentiality agreement. Information disclosed during mediation will not be revealed.

☐ **Avoids Litigation**

Lengthy litigation CAN be avoided. Mediation costs less than a lawsuit and avoids the uncertainty of judicial outcome.

☐ **Mediation fosters a problem solving approach to complaints and workplace disruptions are reduced.** With investigation, even if the charge is dismissed, the underlying problems may remain, affecting others in the workforce and human resources staff.

☐ **Improves Communication**

Mediation provides a neutral and confidential setting where both parties can openly discuss their views on the underlying dispute. Enhanced communication can lead to mutually satisfactory resolutions. Parties share information, which can lead to a better understanding of issues affecting the workplace.

☐ **Design your own Solution**

A neutral third party assists the parties in reaching a voluntary, mutually beneficial resolution. Mediation can resolve all issues important to the parties, not just the underlying legal dispute.

☐ **Everyone Wins**