

# ***DISPUTE RESOLUTION POLICY***

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## **Dispute Resolution Policy**

### **Definitions**

1. Terms in this Policy that carry specific meaning will be capitalized and are defined in the *Code of Conduct and Ethics Policy*.

### **Purpose**

2. Ringette Canada supports the principles of alternative dispute resolution (“ADR”) and is 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.
3. Ringette Canada encourages Participants to communicate openly, collaborate, and use problem-solving and negotiation techniques to resolve their differences. Ringette Canada 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.

### **Application of this Policy**

4. This Policy applies to Participants.
5. Opportunities for ADR may be pursued at any point in a dispute within Ringette Canada when the parties to the dispute agree that such a course of action would be mutually beneficial.

### **Facilitation and Mediation**

6. If the parties to a dispute agree to ADR, a mediator or facilitator acceptable to the Parties, will be appointed to mediate or facilitate the dispute. The costs of the mediation/facilitation will be borne by the Parties, unless agreed to otherwise with Ringette Canada or the relevant Member (as applicable).
7. Where Ringette Canada is involved as a party in the dispute, it may, in agreement with the Parties, refer the matter for mediation using the mediation services of the Sport Dispute Resolution Centre of Canada (SDRCC).
8. The mediator/facilitator will decide the format under which the dispute will be mediated/facilitated and will specify a deadline before which the Parties must reach a negotiated decision.
9. Should a negotiated decision be reached, the decision must be reported to, and approved by, Ringette Canada. Any actions or requirements that must be carried out or fulfilled under the negotiated decision must be carried out/fulfilled as directed by the decision and within any timelines specified by the decision, pending Ringette Canada’s approval.

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10. Should a negotiated decision not be reached by the deadline specified by the mediator/facilitator at the start of the process, or if the parties to the dispute do not agree to ADR, the dispute will be considered under the appropriate section of Ringette Canada's *Discipline and Complaints Policy* or *Appeal Policy*, as applicable.

### **Final and Binding**

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

12. No action or legal proceeding will be commenced against Ringette Canada or its Participants in respect of a dispute, unless Ringette Canada has refused or failed to provide or abide by the dispute resolution processes set out in its governing documents.

This Policy is subject to review at least once every three years

**Date of last review: February 15 2023**

**Previous date of last review: September 2019**

*The publication of Ringette Canada policies will be in the English and French languages. In the case of conflicting interpretations, the English version will prevail.*