

## POLICY 8.5 – Dispute Resolution

**Policy Category:** Personnel – Select Administrative Group Employees (SAGE)

**Subject:** Dispute Resolution

**Approving Authority:** Board of Governors

**Responsible Officer:** Vice President, Operations and Finance

**Responsible Office:** Human Resources

**Related Procedures:** [Procedures for Dispute Resolution](#)

**Related University Policies:**

**Effective Date:** May 4, 2017

[Amalgamates the pre-existing MAPP 8.6 – Mediation]

**Supersedes:** June 26, 2002; September 10, 1999

**I. PURPOSE** – to describe the process for resolving disputes.

**II. DEFINITIONS**

A dispute is defined as any work-related problem arising out of the interpretation, application, administration or alleged violation of the specific terms of the SAGE employment policies.

**III. POLICY**

Dispute Resolution

- 1.00 A SAGE member may use the procedures for Dispute Resolution without prejudice to his/her employment.
- 2.00 It is the mutual desire of SAGE and Western that disputes should be addressed as quickly as possible. Only one dispute concerning the same facts, incidents and alleged violation of the policies applicable to SAGE members will be recognized. Disputes shall be addressed in accordance with the Dispute Resolution procedures.
- 3.00 A group dispute shall be initiated should more than one SAGE member be raising the same alleged violation. All SAGE members affected may sign the dispute, but no more than two (2) affected members may be present at the meetings during the dispute resolution/mediation process. A group dispute shall be addressed in accordance with the Dispute Resolution procedures.

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4.00 If a dispute is not resolved following the process described in the Dispute Resolution procedures, the dispute shall proceed to Mediation.

Mediation

5.00 Any dispute that remains unresolved following completion of the Dispute Resolution