



What to Expect at Mediation

Date: _____ **Time:** _____
Location: _____
Participants: _____
Mediators: _____

What is mediation?

Mediation is a method of third party intervention in which impartial mediators help parties in conflict identify their needs and interests as well as workable solutions to the problem. Our mediation services are free and confidential. They are scheduled to accommodate all parties. Mediation is not about right or wrong. It is about working out past problems and looking at future possibilities.

What will happen at the mediation?

Come to the mediation prepared to discuss what has brought you to mediation and what your needs and interests are in this conflict. This is an opportunity to lay out your concerns, not to “make your case.” Each party will be given an opportunity to share their view of the conflict with no interruptions while the other party listens. There is nothing to prove to the mediators, as they will not be deciding wrong and right. When you reach a solution that meets everyone’s needs, the mediators will help you write up an agreement if you so choose. Everyone who signs the agreement will receive a copy. This agreement is between the mediating parties, and those who sign are expected to live up to its terms.

Your role in the mediation

Mediation will only be as successful as you make it! Your responsibilities in mediation are to:

1. Decide what your issues and needs are in this conflict.
2. Look for solutions to the conflict.
3. Work in good faith with the other parties to determine a solution that is acceptable to all. Remember: you work through the issues and construct the agreement; the mediators facilitate the discussion process. You should come to the mediation ready to work toward a resolution of the problems involved in your dispute.

Confidentiality is important

Confidentiality allows people to be comfortable working on tough and sometimes sensitive issues. Mediation creates an opportunity where you can openly address the issues of the conflict in an environment designed to facilitate resolution. Confidentiality is discussed at the beginning of each mediation. An agreement will be reached by all parties concerning how the parties will maintain the confidentiality of the process.