



BOXING CANADA

ALTERNATIVE DISPUTE RESOLUTION POLICY

Definitions

1. Terms in this Policy are defined as follows:
 - a) **Participants** – Refers to all categories of individual members and/or registrants defined in the By-laws of Boxing Canada as well as all people engaged in activities with, Boxing Canada including, but not limited to Athletes, coaches, instructors, officials, volunteers, managers, administrators, committee members, and Directors and Officers. Participants are subject to the UCCMS and the policies of Boxing Canada.

Purpose

2. Boxing Canada supports the principles of Alternative Dispute Resolution (ADR) and are 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. Boxing Canada encourages all Participants to communicate openly, and to collaborate and use problem-solving and negotiation techniques to resolve their differences. Boxing Canada believes that negotiated settlements are most often preferable to arbitrated outcomes. Negotiated resolutions to disputes with and among Participants are strongly encouraged.

Application of this Policy

4. This Policy applies to all Participants.
5. Opportunities for ADR may be pursued at any point in a dispute when all parties to the dispute agree that such a course of action would be mutually beneficial, or if the Independent Third Party deems this the most appropriate course of action for the complaint.
6. In instances where the Independent Third Party Officer determines ADR is the appropriate method for handling the complaint, the Complainant will have the opportunity to participate in the ADR process. If the Complainant declines to participate in the ADR, their original Complaint will be considered suspended or dismissed without appeal.
7. This Policy shall be published in English and French. In the event of any conflict between the English and French versions, the English version shall prevail.

Facilitation and Mediation

8. If all parties to a dispute agree to proceed with ADR, a mediator or facilitator, acceptable to all parties, shall be appointed to mediate or facilitate the dispute. Boxing Canada may optionally consult the SDRCC's services for dispute resolution: <http://www.crds-cdrcc.ca/eng/dispute-resolution-facilitation>.
9. The mediator or facilitator shall decide the format under which the dispute shall be mediated or facilitated and may, if they consider it appropriate, specify a deadline before which the parties must reach a negotiated decision.
10. Should a negotiated settlement be reached, the written settlement shall be reported to, and approved by, Boxing Canada for approval. Any actions that are to take place as a result of the decision shall be enacted on the timelines specified by the negotiated decision, pending approval.



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11. Should a negotiated settlement not be reached by the deadline specified by the mediator or facilitator at the start of the process (if set), or if the parties to the dispute refuse to continue with ADR, the dispute may be considered under the appropriate section of the *Dispute Resolution, Discipline and Complaints Policy* or *Appeal Policy*, or *suspended or dismissed* as applicable.

Final and Binding

12. Any negotiated settlement will be binding on the parties. Negotiated settlements may not be appealed.