



WHAT PEOPLE HAVE TO SAY ABOUT MEDIATION...

“Mediation is a fair and effective problem-solving process that preserves relationships and allows parties to craft their own resolution.”

-David Larson, Professor, Hamline University School of Law; Senior Fellow, Dispute Resolution Institute

“‘Talk’ is not cheap. It is the essence of conflict resolution. ‘Talk’ maximizes the free will of the parties in a conflict. When the MDCR provides experienced Mediators to assist the parties in what is often a very human dispute, the results are typically better than any court case could achieve.”

-Joseph Daly, Professor Hamline University School of Law; Arbitrator/Mediator

“I have been impressed by the Department’s commitment to using mediation as a dispute resolution tool, and firmly believe that many employment disputes can be successfully resolved at an early stage by mediation. ”

-T.J. Conley, Mediator

“The mediation process was a very simple process. MDCR made it extremely easy... everyone was extremely helpful.”

-Jennifer H., Complainant

The Minneapolis Department of Civil Rights is a neutral government agency created to prevent and eliminate bias and discrimination. Our vision is a Minneapolis where all can live and thrive without limitations others place on them. We look forward to a day when there is no illegal discrimination, and to a day where there are no disparities in opportunity or status caused by factors beyond an individual’s control.



Contact us for more questions:

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MEDIATING YOUR CHARGE OF DISCRIMINATION WITH THE MINNEAPOLIS DEPARTMENT OF CIVIL RIGHTS



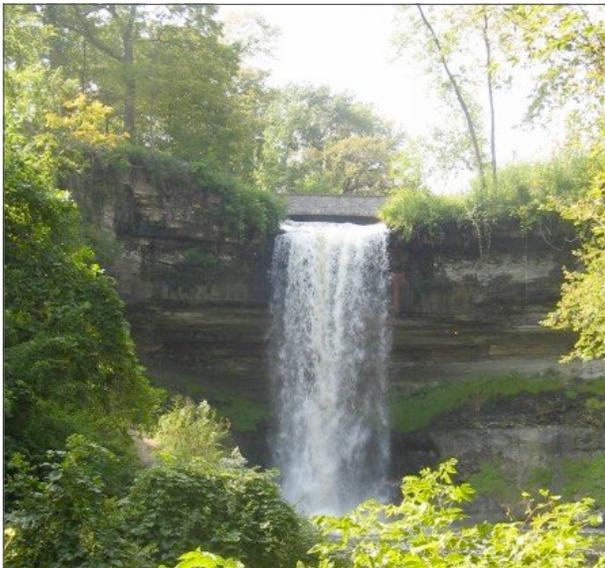
Mediation Basics:

Mediation is a component of the MDCR's process. It is a voluntary process in which a Mediator assists the parties to reach a mutually acceptable resolution to a Charge of Discrimination. Mediation provides the parties an opportunity to discuss their underlying issues and interests in a neutral setting.

How the MDCR's Mediation Program Works:

Mediation will usually take place in the early stages of the process prior to an investigation of a Charge of Discrimination. The MDCR Mediation Coordinator will contact the parties to determine their interest in mediation program. If both parties agree to mediate, mediation will be scheduled within 30 days.

If mediation is successful, the Mediator will help the parties draft a Settlement Agreement. The Settlement Agreement is enforceable in court. If mediation is unsuccessful, the Charge will continue within the investigative process.



Benefits of Mediation:

- Mediation is a *quick* process. An investigation of a case takes on average one year. The parties have the ability to resolve the Charge immediately during the mediation process.
- The parties *control* the process. The parties themselves, not the Mediator, decide on the settlement terms. The Mediator helps the parties reach a mutually beneficial resolution. Mediation can resolve all issues important to the parties, not just the underlying legal dispute.
- Mediation is *confidential*. Information disclosed during the mediation will not be revealed to anyone, including MDCR Investigators. To ensure confidentiality, the mediation program is insulated from the MDCR's investigative process. The parties may choose to disclose whatever information they feel would be helpful in resolving the matter.

The Mediator:

The MDCR uses trained third-party Mediators. The Mediators are qualified as Rule 114 Neutrals. All MDCR Mediators are volunteers.

Charges Eligible for Mediation:

The MDCR evaluates each Charge to determine whether it is appropriate for mediation considering such factors as the nature of the case, the relationship of the parties, the size and complexity of the case, and the remedy sought.

Representation:

While it is not necessary to have an attorney or other representation in order to participate in the MDCR's Mediation Program, either party may choose to do so. It is important that persons attending the mediation session have the authority to resolve the dispute. Again, the Mediator is neutral and does not represent any party.



What to Expect During Mediation:

Mediation is usually complete in one session and is scheduled for approximately three hours. The parties will decide whether they want to meet together or in separate rooms. Even if the parties decide to meet together, the Mediator might request a party to briefly discuss an issue individually, which is called a "caucus." Anyone, including the Mediator, can end the mediation session at any time.