



TWILIGHTER RUGBY CLUB

est. 1975

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Twilighterrugby.com

DISPUTE RESOLUTION POLICY

1. PURPOSE

1. The Twilighter Rugby Club supports the principles of Alternative Dispute Resolution¹ and is committed to the techniques of negotiation, facilitation, and mediation as effective ways to resolve disputes. Alternative Dispute Resolution (ADR) also avoids the uncertainty, costs, and other negative effects associated with lengthy appeals or complaints, or with litigation.
2. The Twilighter Rugby Club encourages all participants to communicate openly, collaborate, and use problem-solving and negotiation techniques to resolve their differences. The Twilighter Rugby Club 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.

2. APPLICATION OF THIS POLICY

1. This policy applies to all participants.
2. 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.

3. FACILITATION AND MEDIATION

1. The Case Manager may request that the parties consider ADR and/or mediation with the objective of resolving the dispute.
2. If all parties to a dispute agree to ADR or mediation, the Case Manager may refer the alternate dispute resolution process to a resolution facilitator of the Sport Dispute Resolution Centre of Canada (SDRCC).
3. If all parties to a dispute agree to ADR, a mediator or facilitator, acceptable to all parties, shall be appointed to mediate or facilitate the dispute.
4. The mediator or facilitator shall decide the format under which the dispute shall be mediated or facilitated and shall specify a deadline before which the parties must reach a negotiated decision.

¹ <https://www.ic.gc.ca/eic/site/cjpointernet-internetopic.nsf/eng/wr04443.html>

5. Should a negotiated decision be reached, the decision shall be reported to, and approved by The Twilghter Rugby Club. 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 the Twilghter Rugby Club's approval.
6. Should a negotiated decision not be reached by the deadline specified by the mediator or facilitator at the start of the process, or if the parties to the dispute do not agree to ADR, the dispute shall be considered under the appropriate section of the *Discipline and Complaints Policy* or *Appeal Policy*, as applicable.

4. FINAL AND BINDING

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

REVIEW AND APPROVAL

Version 1.1 of this Policy has been reviewed and approved by the Twilghter Rugby Club executive board on 28/05/2023.

Version 1.0 – 08/05/2023 DAL