

Formal Dispute Resolution Process Worksheet

1. Define the conflict
2. List the identified FACTS as determined by the Grievance Committee
3. List the relevant OMSA Policy and/or Procedure relevant in the dispute
 - a. Were the policies and/or procedures available to the involved parties?
 - b. Were the policies & procedures clear to the involved parties?
 - c. Were the policies & procedures followed?
 - d. Are there any shortcomings of existing or lack of policy and procedure relevant to the dispute?
4. List the underlying issues related to the conflict.

This is where additional related issues to the original grievance may be identified by the committee (such as communication, coaching philosophy, player commitment expectations, etc).
5. List potential compromises or solutions to the situation
6. Recommendations to OMSA Board for preventing future conflicts (eg. adjustment of existing policy, creation of new policy, member education opportunities)

7. If a policy was breached, list any discipline recommendations to be forwarded to the Board of OMSA for final determination.