



DISPUTE RESOLUTION POLICY

Purpose

1. Lacrosse Canada supports the principles of Alternate Dispute Resolution (ADR) and is 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.
2. Lacrosse Canada encourages all Individuals to communicate openly, collaborate, and use problem-solving and negotiation techniques to resolve their differences. Lacrosse Canada believes that negotiated settlements are preferable to outcomes resolved through other dispute resolution techniques. Negotiated resolutions to disputes with and among Individuals are strongly encouraged.

Application of this Policy

3. This Policy applies to all Individuals.
4. 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.

Facilitation and Mediation

5. The dispute will first be referred to Lacrosse Canada's Executive Director for review, with the objective of resolving the dispute via ADR and/or mediation.
6. If all Parties to a dispute agree to ADR or mediation, the Executive Director may refer the alternate dispute resolution process to a resolution facilitator of the Sport Dispute Resolution Centre of Canada (SDRCC). There is no cost to the Parties to engage the resolution facilitation process before the SDRCC.
7. 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.
8. The mediator or facilitator shall decide the format under which the dispute shall be mediated or facilitated and may specify a deadline by which the Parties must reach a negotiated settlement.
9. Should a negotiated settlement be reached, the settlement shall be reported to Lacrosse Canada. Any actions that are to take place, as a result of the settlement, shall be enacted on the timelines specified in the negotiated settlement.
10. Should a negotiated settlement 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 Lacrosse Canada's *Discipline and Complaints Policy* or *Appeal Policy*, as applicable.

Final and Binding

11. Any negotiated settlement will be binding on the Parties. Negotiated settlements may not be appealed.



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