



Nordic Sports PEI Alternate Dispute Resolution Policy

Policy Statement

1. The Organization shall follow the principles of Alternate Dispute Resolution (ADR) and shall use the techniques of negotiation, facilitation, and mediation as effective ways to resolve disputes.
2. The Organization encourages all individuals and parties to communicate openly, collaborate, and use problem-solving and negotiation techniques to resolve their differences. The Organization believes that negotiated settlements are usually preferable to outcomes resolved through other dispute resolution techniques. Negotiated resolutions to disputes with and among Individuals are strongly encouraged.

Purpose

3. The purpose of this policy is to outline how the Organization will facilitate ADR for disputes between Individuals within the Organization's Sport business, activities and events.

Scope and Application

4. This Policy applies to all disputes between Individuals within the Organization's Sport business, activities and events when all parties to the dispute agree that such a course of action would be mutually beneficial.

Definitions

5. The following terms have these meanings in this document:
 - a) "*Organization*" – Nordic Sports PEI Inc. (also known as Nordic Sports PEI and NSPEI)
 - b) "*Individuals*" – All categories of membership defined in the Organization's Bylaws, as well as all individuals engaged in activities with the Organization, including but not limited to, athletes, coaches, convenors, medical personnel, officials, volunteers, managers, administrators, committee members, parents or guardians, spectators at events, and Directors and Officers of the Organization.
 - c) "*Sport business, activities and events*" - Any place where sport business or sport-related activities are conducted. These include but are not limited to, NSPEI's training or practice sessions, sport-related social functions, sport assignments, sport-related travel, and sport-related conferences or training sessions.

Facilitation and Mediation

6. If all parties to a dispute agree to Alternate Dispute Resolution, a mediator or facilitator acceptable to all parties, shall be appointed to mediate or facilitate the dispute.
7. 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.
8. Should a negotiated decision be reached, the decision shall be reported to, and acknowledged by, the Organization. Any actions that are to take place as a result of the decision shall be enacted on the timelines specified by the negotiated decision.
9. 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 Alternate Dispute Resolution, the dispute shall be considered under the appropriate section of the Organization's *Discipline and Complaints Policy* or *Appeal Policy*, as applicable.
10. The costs of mediation and facilitation will be shared equally by the parties or paid by the Organization upon the Organization's Board of Directors' sole discretion.

Final and Binding

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

12. No action or legal proceeding will be commenced against NSPEI or its Individuals in respect of a dispute, unless the Organization has refused or failed to provide or abide by its governing documents.