

WHAT IS MEDIATION



A conference in which a neutral mediator assists the parties to resolve a dispute in an alternative forum.

- Mediation facilitates the voluntary, mutual settlement of a dispute.
- Mediation services are provided free of charge to parties involved in a complaint at the ICRC .
- Mediation services can assist the parties in drafting a settlement agreement that can resolve the complaint.
- Mediation discussions between parties and the mediator are confidential.
- If agreement is reached, the parties enter into a legally binding contract and the complaint is dismissed.
- Mediation can be conducted during the investigation or litigation process.



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EQUAL HOUSING
OPPORTUNITY

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ALTERNATIVE DISPUTE RESOLUTION & COMPLIANCE

Indiana Civil Rights Commission
"ICRC"

ICRC MEDIATION

ICRC invites parties involved in discrimination complaints to resolve their complaint through mediation, in compliance with *910 IAC 1-3-3*.

Mediation is a voluntary process in which a neutral mediator assists the parties to reach a resolution. Both parties must agree to participate in order to mediate. Cases in litigation may be ordered to mediation. Mediation is not an arbitration or hearing nor is it an admission to any allegations made in the complaint or to the charges currently pending. Settlement agreements are reached by the parties.

If the parties reach a settlement agreement, the agreement will be reduced to writing and shall be binding upon the parties. Mediation can occur during the investigation or litigation process which will continue if an agreement is not reached.



BENEFITS OF MEDIATION

- Mediation assists parties in avoiding the burdens and expenses of investigation and/or litigation.
- Mediation gives parties more control over the outcome of the complaint.
- Mediation can settle a complaint more efficiently than investigation or litigation. In some cases, mediation can resolve a dispute in a one-day session.
- Mediations are private. All parties engaged in mediation are required to keep mediation discussions confidential.
- Failure to reach an agreement in mediation does not harm or change the status of either party's case.



WHAT CAN YOU EXPECT?

Joint Session with Both Parties

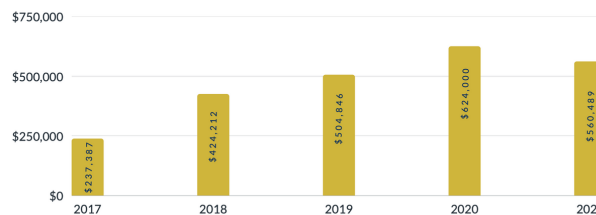
The mediator will explain the ground rules with both parties and give each party an opportunity to present its position.

Separate Caucuses

The mediator further explores the parties' positions, the strengths and weaknesses of their case, and what they want to accomplish through settlement.

The mediator may walk the parties through several caucuses until a resolution is reached. The mediator may continue to work with the parties even after the session has concluded.

ALTERNATIVE DISPUTE RESOLUTION 2017-2021



INDIANA CIVIL RIGHTS COMMISSION
*MONETARY RELIEF THROUGH ICRC'S ADR PROGRAM

