

When to Mediate

A Lack of Civility is Fertile Ground for EEOC

When an individual or a group of employees don't work well with a manager's particular style of communication.

When an employee has already filed an EEOC charge mediation can help parties resolve the charge without going through the EEOC formalized process.

When issues involving medical/religious accommodations, terms and conditions of employment, discipline, harassment and termination arise.

Whenever there's tension brewing between co-workers or supervisors/managers mediation can avert more significant future problems and positively impact the entire department.

When certain union grievances arise.

When Human Resources is overburdened and can't get to the hot spots.

When there is a desire to explore a separation package with "intractable" employees.

When a situation persists in spite of attempts to address the continual havoc.

When Human Resources/Employee Relations are directly involved in the conflict.