

**Calgary Blizzard  
Soccer Club  
Policies &  
Procedures**Chapter:  
**HEALTH, SAFETY & ENVIRONMENT**Subject:  
**DISPUTE RESOLUTION**Authorization:  
**Pending Approval**White Paper:  
**N/A**Date:  
October 2022

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**POLICY NUMBER:** 02-6**REFERENCE:** Alberta Soccer Association and Sport Law, Sport Clubs/District Operations Manual, 1<sup>st</sup> Edition, September 2022**POLICY:** **Purpose**

1. Calgary Blizzard Soccer Club (“CBSC”) 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. CBSC encourages all Individuals to communicate openly, collaborate, and use problem-solving and negotiation techniques to resolve their differences. CBSC 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.

**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. 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. Payment for any costs arising relating to the mediation shall be as agreed to by all parties in advance.



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6. 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.
7. Should a negotiated decision be reached, the decision shall be reported to, and approved by CBSC. Any actions that are to take place as a result of the decision shall be enacted on the timelines specified by the negotiated decision, pending CBSC's approval.
8. 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 ADR, the dispute shall be considered under CBSC Policy 02-05 Discipline, Misconduct and Inappropriate Behaviour. **[note to draft: confirm reference]**

**Final and Binding**

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

**INTERPRETATION:**

***Alternative Dispute Resolution*** – A method of resolving the dispute (such as by mediation, negotiated settlement, or other agreement between the Parties) that does not involve a formal process (e.g., a decision-making panel is not required)

***Individuals*** – Refers to all categories of members and/or registrants defined in the Bylaws of CBSC who are subject to the policies of CBSC, as well as all people employed by, contracted by, or engaged in activities with CBSC including, but not limited to, employees, contractors, athletes, coaches, instructors, officials, volunteers, managers, administrators, committee members, parents or guardians, spectators, and Directors and Officers.

