

Outdoor Service Guides

Mediation Process

1. OSG members seeking to access mediation reach out and request it through safety@bpsa-us.org stating availability, contact information, members involved (participants), a brief explanation if possible, and any preferences (i.e. male or female facilitator or having other members present etc.)
2. Gemma Starkie or Daniel Bixler will then arrange to speak to participants independently to ensure everyone is happy to go ahead and take part once understanding the commitment and the code of conduct for discussion.
3. A time and day is scheduled between participants, facilitator(s), and other possible relevant members.
4. The mediation will take part over video call, and will initially be limited to 1 hour (this may be extended if all are in agreement). Additional video sessions maybe scheduled if needed.
5. The facilitator will then send out a video call link to all parties.
6. During the mediation session and after introductions, the facilitator will reiterate the code of conduct for discussion and after all in agreement, mediation will proceed.
7. The facilitator will only interrupt discussion if it is not keeping within the code of conduct and/or the time is limited and the session needs to come to a close.
8. At end of session, subsequent sessions may be scheduled, hopefully with some resolve.