

Preparing for mediation

- Think about your real objectives and list them in order of importance.
- Come to the mediation session ready to discuss your terms of settlement.
- Know what to expect during the mediation session.
- Consider creative ways to meet your goals during the mediation session.
- Be prepared to discuss your true motivations, concerns or goals.
- Be flexible.
- Be ready to make a good faith effort to settle your dispute.



Let us help you find a resolution!

*Vermont Human Rights
Commission*

Mediation Program

Vermont Human Rights Commission

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What you need to know about
our mediation program

Why mediate?

The benefits

- Mediation is an effective method of resolving conflicts. Neutral, professional mediators help you to resolve disputes so that each participant is satisfied with the result. Mediation is much quicker than a Human Rights commission investigation or lawsuit.
- Mediation is confidential. You decide whether you will participate.
- You decide what information to give the mediator and you control what information the mediator shares with the other participant.
- You control both the process and the outcome.
- You mutually agree on the settlement terms so fulfillment of those terms is usually not a problem.

BEST YET, THE SERVICES ARE FREE TO PARTIES.

The process

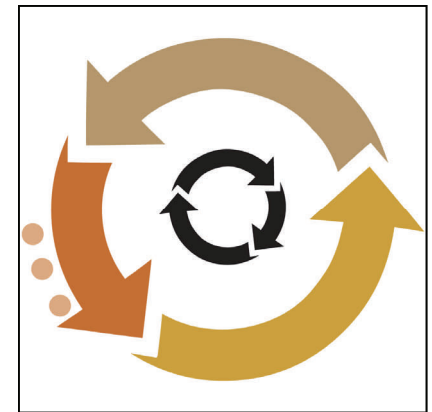
- The Vermont Human Rights Commission chooses the mediator who is most qualified for your mediation.
- First the mediator will call each participant to introduce him or herself, review the process, the ground rules, and the participant's roles. Then the mediator will schedule a session at a time and place convenient to the parties.
- The mediator will meet with each participant separately to help define the issues and identify your interests or concerns. The mediator will discourage unrealistic expectations and explore possible settlement terms.



- At the mediation session, participants have the opportunity to make opening statements, describing their problem from their own points of view. This is often the first time each participant really hears the other participant's perspective.
- The mediator will share possible settlement terms with each participant, helping to perfect new settlement terms, when necessary.
- Once the participants agree to a set

of settlement terms, the mediator will write up a mediation agreement for each participant to sign.

- In most cases, the participants reach an acceptable settlement and the case is resolved.



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