Informal Mediation Processes to Develop Creative Options for the Resolution of Disputes Involving:

➤ Racial, Cultural and Gender Differences
➤ Perceived Inequalities

What issues are not appropriate for Affirmative Action Mediation Services?

Some issues related to racial, cultural, ethnic, or gender differences are not appropriate for Affirmative Action Mediation Services. Examples include, but are not limited to:

➤ Denial of Tenure
➤ Termination
➤ Non-renewal of a Fixed Term Position or Contract
➤ Evaluation of Performance
➤ Issues Reviewable by the Committee on Faculty Rights and Responsibilities
➤ Sanctions or Discipline for Violation of University Policy

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Conflict Resolution Services

Who can use Affirmative Action Mediation Services?
➤ Faculty
➤ Staff
➤ Administrators

What issues are covered by Affirmative Action Mediation Services?
Examples of issues suitable for mediation include, but are not limited to, issues with implications for prohibited discrimination involving:
➤ Racial, Cultural and Gender Differences (e.g., Communication and Language Differences)
➤ Perceived Inequalities

What if there are more than two of us with a problem?
The Conflict Resolution Services can assist with multi-party disputes that have common issues.

Is mediation confidential?
The mediation process provides for confidentiality of the process and confidentiality of the mediation documents to the extent permitted by University policy. The Pennsylvania State University is committed to providing a safe and hospitable working environment for all employees and students. Disputes that may occur as a result of violation of University policy are not covered by confidentiality and will require the mediator to report such information to the appropriate official.

I am interested in mediation but how can I ask the other party to participate?
We will provide you with strategies for requesting mediation with the other party or the Conflict Resolution Services will contact the other party on your behalf and explain the process.

Is there cost involved with mediation?
Mediation is free and is available to faculty, administrators and staff.

How do I initiate the process or find out more?
To request mediation, or to find out more about the mediation process contact the Conflict Resolution Services at:
Affirmative Action Office
The Pennsylvania State University
338 Boucke Building
University Park, PA 16802
Phone: 814-863-0471
Fax: 814-863-7799
Email: resolveconflict@psu.edu

You may also complete the Conflict Resolution Services Request Form at www.affirmativeaction.psu.edu/mediation.html and submit via fax at 814-863-7799 or email at resolveconflict@psu.edu.

Supervisors and Department Heads may also refer employees for mediation.