

# BCDGA

## Dispute Resolution Policy



December 30, 2025

### 1. Introduction:

The BCDGA Dispute Resolution Policy intends to resolve disputes amicably and efficiently through negotiation and respectful communication. This policy provides a fair and transparent environment where all parties have an opportunity to present their case.

### 2. Scope:

This policy applies to all BCDGA participants, members, employees, volunteers, and affiliate club members. The policy is intended to prevent or resolve conflicts in a timely manner before the situation escalates.

### 3. Application of this Policy:

This Policy applies to any Opportunities when all parties to the dispute agree that such a course of action would be mutually beneficial.

### 4. Facilitation and Mediation:

If all parties to a dispute agree to the resolution process, a mediator or facilitator shall be appointed to mediate or facilitate the dispute.

The process will include:

- The opportunity for both parties to make written submissions to the mediator or chairperson of the dispute resolution committee, explaining their perspective and desired outcome.
- Communications that allow the mediator or dispute resolution committee to seek clarification of the issues and conduct research and investigations, as deemed necessary, for the purpose of gaining further understanding into the dispute.

- A **virtual** hearing between the parties, mediator, or committee members will take place at an appropriate time. The process of the meeting must include the opportunity for both parties to present their perspective and ask questions of each other.

If a negotiated settlement is reached, the written settlement will be reported to and approved by the BCDGA. Any actions that are to take place because of the decision shall be enacted on the timelines specified by the negotiated decision, pending approval.

If a negotiated settlement is not reached by the deadline specified by the mediator or facilitator at the start of the process (if set), or if the parties to the dispute do not agree, the dispute shall be considered under the appropriate section of the BCDGA Discipline and Complaints Policy or Appeal Policy, as applicable.

## **5. Decision Final and Binding:**

Any negotiated settlement will be binding to the parties. Negotiated settlements are not subject to further appeal.