

Canada Rugby League Association

Dispute Resolution Policy By-Law 2019-03

Adopted November 24, 2019

1. DEFINITIONS

The following terms have these meanings in this Policy:

- a) "Complainant" – The Party alleging an infraction.
- b) "Respondent" – The alleged infracting Party.
- c) "Parties" – The Complainant, Respondent, and any other Members or persons affected by the complaint
- d) "Mediator or Facilitator" – A person appointed to oversee the Alternate Dispute Resolution who is acceptable to both the Complainant and the Respondent.
- e) "Member" - All categories of membership defined in Section 5 of the Constitution of the Canada Rugby League Association.
- f) "Registered Constituent" – Any natural person accepted as a "member" or "constituent" of a CRLA member.
- g) "Unaffiliated Constituent" – Any natural person who is resident of a geographical area that is not governed by a Provincial Association as defined in section 8 of the Constitution of the Canada Rugby League Association and who is a volunteer, contractor, or employee who undertakes activities on behalf of and/or in support of the Canada Rugby League Association.

2. PURPOSE

The Canada Rugby League Association (CRLA) 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. The CRLA encourages all Members, Registered Constituents, and Unaffiliated Constituents to communicate openly, collaborate, and use problem-solving and negotiation techniques to resolve their differences.

3. APPLICATION

This Policy applies to all CRLA Members, Registered Constituents, and Unaffiliated Constituents.

Opportunities for Alternate Dispute Resolution may be pursued at any point in a dispute within the CRLA 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 Alternate Dispute Resolution, a mediator or facilitator, acceptable to all parties, shall be appointed to mediate or facilitate the dispute.

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.

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Should a negotiated decision be reached, the decision shall be reported to, and approved by the CRLA. 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 the CRLA's approval.

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 Alternate Dispute Resolution, the dispute shall continue under the appropriate section of the CRLA Discipline Policy.

The costs of mediation and facilitation will be shared equally by the parties or expensed by the CRLA at their sole discretion.

5. FINAL and BINDING

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