



# Ontario DanceSport

---

## Dispute Resolution Policy

---

### Definitions

1. The following term has this meaning in this Policy:
  - a) “*Organizational Participant*” – Refers to all categories of individual members and/or registrants defined in the By-laws of ODS who are subject to the policies of ODS, as well as all people employed by, contracted by, or engaged in activities with, ODS including, but not limited to, employees, contractors, Athletes, coaches, instructors, officials, volunteers, judges, managers, administrators, parents or guardians, spectators, committee members, and Directors and Officers.

### Purpose

2. ODS 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. Alternate Dispute Resolution also avoids the uncertainty, costs, and other negative effects associated with lengthy appeals or complaints, or with litigation.
3. ODS encourages all Organizational Participants to communicate openly, collaborate, and use problem-solving and negotiation techniques to resolve their differences. ODS believes that negotiated settlements are usually preferable to outcomes resolved through other dispute resolution techniques. Negotiated resolutions to disputes with and among Organizational Participants are strongly encouraged.
4. Any violation of applicable ODS policy that may be considered “Prohibited Behaviour” or “Maltreatment” (as defined in the UCCMS) when the Respondent is an Organizational Participant who has been designated by ODS as a UCCMS Participant (as defined in the *Discipline and Complaints Policy*), will be handled pursuant to the policies and procedures of the Office of the Sport Integrity Commissioner (“OSIC”), subject to the rights of ODS as set out in the *Discipline and Complaints Policy* and any applicable workplace policies.

### Application of this Policy

5. This Policy applies to all Organizational Participants.
6. Opportunities for Alternate Dispute Resolution may be pursued at any point in a dispute when all parties to the dispute agree that such a course of action would be mutually beneficial.

### Facilitation and Mediation

7. The dispute will first be referred to ODS’s Independent Safe Sport Officer for review, with the objective of resolving the dispute via Alternate Dispute Resolution and/or mediation.
8. If all parties to a dispute agree to Alternate Dispute Resolution or mediation, the Independent Safe Sport Officer may refer the alternate dispute resolution process to a resolution facilitator of the Sport Dispute Resolution Centre of Canada (SDRCC) or another mediation service.
9. Should a negotiated decision be reached, the decision shall be reported to, and approved by, ODS. 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 ODS’s approval.



# Ontario DanceSport

- 
10. 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 be considered under the appropriate section of ODS's *Discipline and Complaints Policy* or *Appeal Policy*, as applicable.

## **Final and Binding**

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