

WEFT 90.1FM Champaign Conflict Resolution Procedure

A Conflict Resolution Team (CRT) is assembled for each conflict brought to the Conflict Resolution Committee and consists of a Representative for each party, a Mediator and a Note Taker. All members of the CRT are chosen from among members of the Conflict Resolution Committee.

The conflict representative shall represent the best interests of the person he or she is representing.

The role of a mediator is to attempt to get all parties involved to agree on what happened, to agree on a course of action, and to determine consequences if the course of action is violated. The mediator shall do her or his best to keep the best interests of WEFT in mind while mediating the conflict.

Because the WEFT BOD and Station Manager are charged with protecting the best interests of WEFT, BOD members and the Station Manager may be mediators but not conflict representatives.

Persons involved as a Party in a prior conflict for whom consequences have been defined or imposed in the last six months may not be the Mediator in a CRT. No member of the CRT may have a conflict of interest of any sort with members of the parties they are mediating for, unless the conflict of interest is fully revealed to and accepted by said parties. In addition to Representatives and a Mediator, the CRT will include a CRC member who shall act as a note taker at all of that CRT's meetings. The person chosen as a note taker must be agreed to by all parties and CRT members.

Training

To be eligible to become a CRC member, interested parties are required to attend a training session taught by a professional trainer. The trainer will develop criteria for determining how one successfully passes the training course. Names of representatives and mediators who successfully pass the training course are forwarded to the BOD for approval.