

## **Conflict Resolution Policy for Minors**

### **Purpose:**

This conflict resolution policy is established to promote a safe, respectful, and inclusive environment for all skaters participating in CIFSC. It aims to address conflicts in a fair and constructive manner while prioritizing the well-being and emotional development of the individuals involved.

### **Definition of Conflict:**

For the purposes of this policy, conflict refers to any disagreement, misunderstanding, or dispute arising between skaters within the organization. Conflicts may occur during practice sessions, club events, or any other CIFSC-related activities.

### **Communication Channels:**

Skaters are encouraged to express their concerns or conflicts openly and honestly with trusted adults. They can approach their coaches, mentors or Skating Director to seek resolution. Skaters involved in conflict should not involve other skaters.

### **Involvement of Adults:**

When a conflict arises, the first step is for adults (coaches, mentors, Skating Director) to intervene and assess the situation. They will determine if immediate action is required or if a formal conflict resolution process should be initiated. If it is determined that it is a Safesport issue, they will be contacted.

### **Mediation and Neutral Parties:**

In situations where conflicts persist, the Skating Director will meet with the skaters and their parent(s) to facilitate discussions. These mediations will remain unbiased and focused on finding a resolution that is fair to all parties involved.

### **Confidentiality:**

All discussions and information related to the conflict resolution process will be kept confidential. Only those directly involved in the resolution process will have access to the details.

### **Ground Rules for Discussions:**

During conflict resolution discussions, all parties must adhere to specific ground rules, including but not limited to:

- Active listening: Each person should listen carefully to the other's perspective without interruption.
- Respectful language: Participants should communicate respectfully and refrain from using offensive or derogatory language.
- Focus on the issue: The discussion should concentrate on the specific conflict at hand.

### **Parent/Guardian Involvement:**

For minors involved in conflicts, their parents or guardians will be informed about the situation and will be included in the resolution process.

### **Resolution Process**

The resolution process may involve the following steps:

- a. Gathering information: Understanding the nature of the conflict, the parties involved, and any relevant details.
- b. Mediation: If necessary, meeting with the Skating Director to help facilitate communication and resolution.
- c. Collaborative solution: Encouraging the parties to collaborate and find mutually agreeable solutions.
- d. Agreement: When a resolution is reached, all parties involved will agree to abide by the agreed-upon solution.

### **Follow-Up:**

Following resolution, periodic follow-up meetings or check-ins will be conducted to ensure that the conflict remains resolved, and there are no further issues. If the conflict continues or escalates, there may be disciplinary action taken which could include revoking your CIFSC Membership.

### **Non-Retaliation:**

The organization strictly prohibits any form of retaliation against individuals who report conflicts or participate in the resolution process.

**Policy Review:**

The conflict resolution policy will be periodically reviewed and updated to ensure its effectiveness and relevance.

By implementing this policy, we aim to foster a positive and supportive environment where skaters can learn, grow, and enjoy their skating experiences while resolving conflicts constructively and respectfully.