

River Valley Child Development Services

Mediation Policy

Effective: February 6, 2015

River Valley Child Development Services, hereinafter referred to as RVCDS, provides a process for the resolution of issues other than employment grievances.

For the purposes of this policy, the following definitions apply:

- Management Mediation Committee (MMC): Three members and two alternates to be selected from the management team by the Executive Director to serve for a one year term. The MMC will hear all allegations not addressed in Grievance Policy. RVCDS expects employees to maintain high standards of professional conduct at all times. This is accomplished by mutual respect, cooperation, and understanding the dignity and uniqueness of individuals.

Employees are encouraged to work with their Program Director to discuss complaints and work together for a resolution. If a resolution is not achieved or if the employee remains unsatisfied, he/she may complete mediation request form to be heard by the mediation committee. All decisions made by the MMC are final and binding at the agency level to all parties involved.

