

## How does mediation help solve a Workplace Dispute?

- Mediation brings people together, face to face.
- The mediation sets ground rules and controls the process to ensure respectful talk, safe for everyone.
- Mediators help build trust.
- Mediation becomes a sounding board, allowing parties some healthy venting, and enabling everyone to understand issues and interests.
- Mediators provide a reality check, considering the impact on the parties if this dispute drags on into the future.

## Screening for Domestic Violence

Inafa' Maolek's case manager routinely screens mediation referrals for domestic violence. In some cases mediation may be dangerous for a victim of abuse. There is also evidence that in some cases involving partner abuse, mediation has been effective.

## What is Inafa' Maolek?

Inafa' Maolek is a non-profit organization on Guam dedicated to teaching and promoting conflict resolution. It was founded in 1982 by Attorney Patrick M. Wolff in an effort to foster communication so that legal intervention could be avoided. After receiving training in conflict management, the small group of volunteers began mediating private and court-ordered cases.

Since then Inafa' Maolek has branched out into several areas. Aside from court and private mediations, they now conduct workshops, teach peer mediation, offer college courses, hold conferences, and numerous other activities that advance our mission of peace.

### *Award Winning Organization*

In 2000, Inafa' Maolek won the Guam Association of Social Workers' Community Service Award. Additionally, Inafa' Maolek received the 2002 Humanities Community Organization of the Year from Guam Humanities Council. The membership has also grown and derives strength from its diversity, encompassing all ages, races and walks of life.

# Inafa' Maolek



## *Mediation of Workplace Disputes*

### Contact Inafa' Maolek

#### **Office Hours:**

Monday –Friday 9:00AM—1:00PM and  
2:00PM—4:30PM or by appointment

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## Facts about Mediation by Inafa' Maolek

- It is VOLUNTARY throughout the mediation process
- It is CONFIDENTIAL. Mediation is private, and you can confide in the mediator.
- It is INEXPENSIVE (compared to litigation and the costs of an ongoing dispute).
- It is NON-BINDING until such time as the parties reach an agreement to settle the case (or part thereof). Their agreement can be made part of the court's order.
- ATTORNEYS: Parties may participate in mediation without an attorney.
- It saves TIME.
- It WORKS: More than 2/3 of the parties who cooperate in the mediation process settle their differences.
- It is an INFORMAL climate that encourages both parties to express their concerns.

*Note: Mediation is not just talking... mediation is productive talking.*

## Facts about Inafa' Maolek Mediators

- Inafa' Maolek mediators are GUAM residents. There is NO expense of airfare or per diem for hiring a third party neutral from off-island.
- Inafa' Maolek uses a co-mediator model (you get two for the price of one).
- Inafa' Maolek mediators are well trained and scrutinized by Inafa' Maolek certification standards.
- Inafa' Maolek has a pool of mediators, mostly lay persons and a few law trained, with experience in many professions including counseling, business, and engineering.
- Mediators will not decide your case, but will empower and assist you to resolve your own case collaboratively.
- Scheduling: Mediations are scheduled by the Inafa' Maolek case manager at a time suitable for the parties and the co-mediators.

## Mediation Fees

There is a fee for mediations. Parties must pay \$150.00 per disputant per session. A mediation session normally lasts one and a half/two and a half hours.

## Purpose

Inafa' Maolek's WORKPLACE DISPUTE MEDIATION program is dedicated to assisting businesses promote a peaceful and harmonious workplace for their employees through quality mediation services. The company's interests are best served when employees work cooperatively.

Inafa' Maolek helps employees resolve workplace disputes without formal court intervention. Employees are encouraged to work out their differences so that their work (and possibly home) environments are not strained due to unresolved or ongoing conflicts.

