

FREQUENTLY ASKED QUESTIONS

1. **What if I want mediation and the other person doesn't?**

Mediation is voluntary. If one person chooses not to participate, mediation cannot take place.

2. **What if I want mediation and don't want to ask the other person to participate?**

We will contact the other person and ask them if they are interested in trying mediation.

3. **Can you use mediation instead of disciplinary action?**

Mediation cannot be used to replace a disciplinary action. However, it can be used in addition to the action in order for each person to better understand the other's view. Mediation also helps improve continuing relationships.

4. **If the mediation is not successful, will mediators go to court or testify about this issue?**

No. Mediation is confidential. All people in mediation sign an agreement to keep mediation confidential before a session takes place. That includes a clause that prohibits mediators from being asked to testify.

5. **Do I need an attorney?**

No. Attorneys do not usually attend the mediation session. If you have an attorney, please let your mediator know before hand.

6. **Is there a charge for mediation?**

No. Mediation is free to all state employees. (do we want to include travel costs here?)

7. **Where does the mediation occur?**

Currently mediations will occur at the Dept. of Human Resource Management in Salt Lake City. If you are at a location outside of the Wasatch Front, a neutral location will try to be found in your area.

8. **How long will mediation last?**

Mediations are scheduled for, and usually settle in, 2-3 hours.