

Why FMCS?

“A mediator can serve as an effective intervention in employment disputes ranging from harassment to discrimination.”

What is Employment Mediation?

Employment mediation involves the use of alternative dispute resolution (ADR) techniques to solve workplace problems and avoid formal and expensive litigation. The process uses a neutral third party to help disputants find mutually acceptable solutions to problems arising in the workplace. ADR is widely used in society, from family disputes to intergovernmental, legal, public policy and workplace disputes. It has become the preferred choice in working toward settlement.

The Federal Mediation and Conciliation Service (FMCS) has more collective experience in dispute resolution than any other government agency and can offer its services within and beyond the workplace. Federal mediators can be highly effective in employment disputes ranging from harassment to discrimination.

What Kind of Employment Mediation Services are Available?

FMCS can help your organization design and develop a dispute resolution system to enhance both the workplace and labor-management relations.

Our services include:

- **Workplace Disputes:** FMCS mediators are available to assist parties in resolving workplace-related disputes, such as Equal Employment Opportunity (EEO) claims.
- **Systems Design:** FMCS can design appropriate methods and strategies to establish or improve conflict resolution within an organization.
- **Training:** FMCS offers training programs to educate organizational staff and leaders in mediation and facilitation skills. Workshops can be customized to meet client's training needs.

Generally, a site visit is conducted to diagnose the problems specific to your organization and develop options for improvement. In each case, mediators apply expertise that has made FMCS the leading mediation service provider.

Employment Mediation

Why FMCS?

“With a history of more than a half century of providing mediation and facilitation services, FMCS has more collective experience in dispute resolution than any other agency of government.”

What Does this Service Cost?

Since FMCS does not receive appropriated funds for these services, we are required to offer them on a cost-reimbursement basis, in which we charge for the overhead and labor hours involved. In accordance with federal requirements, either an interagency agreement or a partnership agreement may be developed in order to provide service. There is no charge for initial consultations.

For more information, visit our Web site at www.FMCS.gov or contact the office of International and Dispute Resolution Services at (202) 606-5445.

FMCS

Federal Mediation & Conciliation Service

National Office
2100 K Street, NW
Washington, DC 20427
Phone: (202) 606-8100
Fax: (202) 606-4251

mission

The primary responsibility of the Federal Mediation and Conciliation Service (FMCS) is to promote sound and stable labor relations through mediation and conflict resolution services. We mediate collective bargaining negotiations, provide other forms of alternative dispute resolution services outside of the collective bargaining context, provide training courses to improve the workplace relationship, and refer arbitrators for settlement of contract application disputes. FMCS mediators are widely dispersed throughout the country. For more information about the Service and its programs, please visit our Web site at www.FMCS.gov.