



# FMCS

# FEDERAL MEDIATION & CONCILIATION SERVICE

## Employment Mediation

### Preventing Litigation and Resolving Conflict

Seeking an alternative to the delay, costs, and disruption resulting from litigation?

#### 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 and discrimination, to issues involving workplace relationships and conflicts that impact successful mission accomplishment.

#### What Kind of Employment Mediation Services Are Available?

FMCS can help your organization by delivering, designing or developing a dispute resolution system to enhance EEO and workplace disputes.

Our services include:

- ◆ **Workplace Disputes:** FMCS mediators are available to assist parties in resolving workplace-related disputes, such as Equal Employment Opportunity (EEO) claims and general workplace conflict arising from poor communication or relationship issues.
- ◆ **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 on the benefits and use of ADR processes such as mediation. Workshops can be customized to meet client's training needs.





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## 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

For more information, visit our website at [www.fmcs.gov](http://www.fmcs.gov) or contact the Office of International and Dispute Resolution Services at 202-606-5445.

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