MEDIATION AVAILABLE THROUGH THE DIVISION OF STUDENT AFFAIRS

The Division of Student Affairs offers informal mediation to students on a daily basis. Student disputes are mediated in most areas of Student Affairs including Residence Life, Dean of Students, Union, Multicultural Affairs, and Greek Life Areas. Student organizational disputes and student/faculty disputes are also informally mediated through the offices of the Division. For more information, contact the Dean of Student’s Office at (850) 644-2428 or the Office of Multicultural Affairs at (850) 644-2450.

University Housing has a program conducted by the Resident Assistants to initiate Roommate Contracts. The purpose of the program is to address areas of potential disagreements between the roommates before they become larger issues. The roommates sign the agreement and it serves as a reference for the housing staff in assisting the roommates with mediation should conflicts arise. Areas covered in the agreement include study time, cleanliness, behavior, guests, quiet hours, and sleeping. For more information, contact University Housing at (850) 644-2860.

CAMPUS MINISTRIES

The Campus Ministries offer mediation to students in resolving conflicts. Their mediation programs are designed to offer new insight, learning, and opportunities for personal growth. For more information, contact the Presbyterian University Center at (850) 222-6320.

MEDIATION

WHAT IS MEDIATION?

Mediation is a common sense means of conflict resolution. Mediation allows individuals with the help of an impartial mediator to arrive at solutions with which each party is satisfied. The mediator facilitates communication, encourages, and explores issues and alternatives. Unlike a judge, a mediator makes no decisions. Mediation is also used to describe a range of alternatives such as facilitation, group problem solving, and consensus building.

HISTORY OF MEDIATION

Throughout the course of world history, mediation has been the cornerstone of community peace keeping. In the United States the first community mediation programs were created in the late 1960’s and 70’s partly in response to the Vietnam War and Watergate. Mediation was incorporated into divorce litigation in the 1980’s in Florida. Today almost all litigants, whether in divorce court or civil law suits, engage in mediation and most cases are resolved through mediation.

FSU has been a leader in bringing mediation to the forefront in Florida in the legal system, governmental relations, and the academic community. Former Governor Chiles proclaimed June 1, 1996 as the first Mediation Day in Florida. Governor Jeb Bush’s proclamation for 2002 emphasizes that mediation empowers individuals to take control of their lives and devise solutions tailored to their particular needs.

This brochure is available in alternative format. Students may call the Student Disabilities Resource Center at (850) 644-9566 and employees may contact Robert Pullen, FSU’s ADA Coordinator, at (850) 644-8142.

“Peace is not the absence of conflict, but the presence of creative alternatives for responding to conflict.”

- Dorothy Thompson

www.mediate.fsu.edu
EMPLOYEE ASSISTANCE PROGRAM

The FSU Center for Employee Assistance administers both the Employee Assistance Program (EAP) and the Alternative Dispute Resolution Program (ADR). The EAP is open to all faculty and staff seeking assistance in addressing personal and professional concerns. The ADR Program provides trained mediators who can help individuals address areas of conflict and work towards resolutions in a confidential and professional setting. For ADR services, non-faculty may contact the EAP directly. The Dean of Faculties Office must refer faculty. For more information, contact the FSU Center for Employee Assistance at (850) 644-2288.

HUMAN RESOURCES OMBUDS PROGRAM

The Human Resources Ombuds Program helps A&P and USPS employees who prefer an informal resolution process, which confidentially handles their work related concerns. The program can include mediation and complements the University’s formal grievance process. Cases handled may include work-related issues between co-workers; employees and their supervisors; and conflicts pertaining to policies and procedures. For more information, contact Human Resources at (850) 644-8062.

COLLEGE OF LAW DISPUTE RESOLUTION SOCIETY

The Dispute Resolution Society of the College of Law is dedicated to providing student members with the opportunity of becoming familiar, in a practical way, with a number of alternative dispute resolution methods. In promoting mediation and negotiation as necessary professional skills, the Society holds intramural competitions in Negotiation, Client Counseling, and Mediation. Winning teams from the College of Law move on to represent FSU against other law schools at regional and national competitions. For more information, contact the College of Law, Student Affairs Office at (850) 644-8311.

ACADEMIC PROGRAMS

FSU’s academic programs in communication, political science, business, psychology, social work, urban planning, public administration, law, and others offer classes that address use of mediation and other non-adversarial means of conflict resolution. The college of Law offers a survey course in ADR, a course in mediation, and a course in negotiation. FSU, through the School of Social Work and the Department of Urban and Regional Planning, offers a Graduate Minor in Dispute Resolution. A listing of courses, professors, programs, and research can be accessed at http://consensus.fsu.edu/academic_directory.

MEDIATION IN THE PUBLIC SCHOOLS

Students are continually confronted with situations involving conflict. Many schools, from the elementary level to college, have peer mediation programs to empower young people with the skills necessary to deal with conflicts respectfully and peacefully and to carry these skills into their adult lives. The Florida Law Related Education Association provides guidance on developing school-based mediation training programs. For more information, contact the Florida Law Education at (850) 386-8223.

THE FLORIDA DISPUTE RESOLUTION CENTER (DRC)

The Florida Dispute Resolution Center was established in 1986 by then College of Law Dean Talbot “Sandy” D’Alemberte and the Florida Supreme Court Chief Justice Joseph Boyd as a joint program of the FSU College of Law and the Florida Supreme Court. The program’s original objective was to create a statewide center for education, training, and research in the field of Alternative Dispute Resolution. Legislation broadened the scope of DRC’s activities to include court mediation and arbitration, which are presently the major focus of the center. For more information, contact the DRC at (850) 921-2910.

THE FLORIDA CONFLICT RESOLUTION CONSORTIUM (CRC)

The Florida Conflict Resolution Consortium, based at FSU, is a statewide program with branches at Florida Gulf Coast University, Florida Atlantic University, and the University of Central Florida. The CRC provides mediation, facilitation, training, and other services to state and local governments and other parties. Their mission is to bring people together to facilitate consensus solutions to Florida’s public problems. For more information, contact the CRC at (850) 644-6320.

NEIGHBORHOOD JUSTICE CENTER

The Neighborhood Justice Center is Tallahassee’s community mediation program. The Center assigns mediators without charge to solve disputes between neighbors, family members, merchants or repairmen and customers, and landlords and tenants. The Center believes people would prefer to have control over their problem solving and that with the guidance of a mediator, they can find some common ground, settle differences, and avoid future conflicts. The Center also offers a free legal advice clinic and serves as a general legal referral source for the community. For more information, contact the Neighborhood Justice Center at (850) 921-6980.

LEON COUNTY COMMUNITY JUSTICE CENTER

The Community Justice Center’s focus is restorative justice in which mediation and other tools are used to develop a systematic approach to crime, which emphasizes healing the wounds, of victims, offenders, and communities, caused by criminal behavior. Building on restorative justice principles, the Center is developing a Community Justice Council that is comprised of representatives of Leon County neighborhoods to implement and manage a collaborative community justice. For more information, contact the Leon County Community Justice Center at (850) 224-3327.