



# ONTARIO SKEET SHOOTING ASSOCIATION

## DISPUTE RESOLUTION POLICY

As [AFFIRMED](#) by the OSSA'S Board of Directors  
at the Meeting of Directors

Held VIRTUALLY on [23 April 2024](#)



## Ontario Skeet Shooting Association

P.O. Box 233, PO MAIN

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Treasurer: [ontarioskeettreasurer@gmail.com](mailto:ontarioskeettreasurer@gmail.com)

Website: <https://www.ontarioskeet.ca/>

## Definitions

The following terms have these meanings in this Policy:

- a. *“Individuals”* – All categories of membership defined in the Ontario Skeet Shooting Association’s By-Laws, as well as all individuals employed by, or engaged in activities with the Ontario Skeet Shooting Association including, but not limited to, any director, officer, committee member, volunteer, coach, athlete, official, referee, manager, and member within the Ontario Skeet Shooting Association or its Members.
- b. *“OSSA”* – Ontario Skeet Shooting Association.

## Purpose

The Ontario Skeet Shooting Association supports the principles of Alternate Dispute Resolution (ADR) and is committed to the techniques of negotiation, facilitation, and mediation as effective ways to resolve disputes. The OSSA encourages all individuals to communicate openly, collaborate, and use problem-solving and negotiation techniques to resolve their differences.

## Application of this Policy

This Policy applies to all individuals.

Opportunities for Alternate Dispute Resolution may be pursued at any point in a dispute within the OSSA when all parties to the dispute agree that such a course of action would be mutually beneficial.

## Facilitation and Mediation

If all parties to a dispute agree to Alternate Dispute Resolution, a mediator or facilitator, acceptable to all parties, shall be appointed to mediate or facilitate the dispute.

The mediator / facilitator shall decide the format under which the dispute shall be mediated or facilitated, and shall specify a deadline before which the parties must reach a negotiated decision.

Should a negotiated decision be reached, the decision shall be reported to, and approved by the OSSA. Any actions that are to take place as a result of the decision shall be enacted on the timelines specified by the negotiated decision, pending the OSSA’s approval.

Should a negotiated decision not be reached by the deadline specified by the mediator or facilitator at the start of the process, or if the parties to the dispute do not agree to Alternate Dispute Resolution, the



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dispute continues under the appropriate section of the OSSA's Discipline and Complaints Policy, Appeal Policy, or applicable governing document.

The costs of mediation and facilitation will be shared equally by the parties or expensed by the OSSA at their sole discretion.

### **Final and Binding**

Any negotiated decision will be binding on the parties. Negotiated decisions may not be appealed.

### **Review and Approval**

The Ontario Skeet Shooting Association's President and the Vice-President shall review this policy on an annual basis.

This policy was affirmed by the Ontario Skeet Shooting Association's Board of Directors on 23 April 2024.



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**Revision History**

Date	Description	Reviewed By	Approved By	Affirmed By
Jan. 2017	Policy First Written			
12 Jan. 2017	Policy Reviewed and Approved by OSSA Board of Directors	BOD	BOD	
01 Dec. 2020	Policy Reviewed and Approved by OSSA Board of Directors	BOD	BOD	
23 April 2024	Tri-Annual Review of Policy - Minor grammatical amendments. - Minor formatting amendments.	BOD		BOD