

## WHAT ARE THE ROLES OF THE PARTIES?

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MEDIATION IS VOLUNTARY.

MEDIATION IS MOST SUCCESSFUL WHEN PARTIES:

APPROACH MEDIATION IN GOOD FAITH AND WITH AN OPEN MIND.

ARE WILLING TO LISTEN AND TO CONSIDER ALL ASPECTS OF THE ISSUES.

ARE ACTIVE PARTICIPANTS IN MEDIATION.

DEVELOP THE TERMS OF THE SETTLEMENT AGREEMENTS WITH THE ASSISTANCE OF THE MEDIATOR.



## HOW CAN I LEARN MORE?

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IF YOU HAVE FILED A COMPLAINT, IF A COMPLAINT HAS BEEN FILED AGAINST YOU OR YOUR BUSINESS, OR IF YOU HAVE A DISPUTE THAT YOU WISH TO CONSIDER FOR MEDIATION, OUR MEDIATION COORDINATOR CAN ASSIST YOU.

### CONTACT:

LEXINGTON-FAYETTE URBAN COUNTY  
HUMAN RIGHTS COMMISSION  
PH: 859-252-4931  
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# MEDIATION PROGRAM



**To resolve disputes based on race, color, religion, national origin, sex, age (over 40), disability, familial status, sexual orientation/gender identity, or retaliation.**

LEXINGTON-FAYETTE URBAN COUNTY  
HUMAN RIGHTS COMMISSION



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## WHAT IS MEDIATION?

MEDIATION IS AN INFORMAL, VOLUNTARY PROCESS, WHICH PROVIDES A FORUM FOR A DISCUSSION OF THE COMPLAINT AND THE OPPORTUNITY TO ENTER INTO AN AGREEMENT THAT SATISFIES THE INTERESTS OF ALL PARTIES.

## WHAT ARE THE ADVANTAGES?

MEDIATION WILL BE SCHEDULED WHENEVER POSSIBLE WITHIN THIRTY DAYS FROM THE DATE THE COMPLAINT IS FILED.

MEDIATION IS A VOLUNTARY AND INFORMAL PROCESS.

MEDIATION IS NOT A LEGAL PROCESS AND DOES NOT REQUIRE THE PRESENCE OF AN ATTORNEY. ALL PARTIES INVOLVED MUST SPEAK ON THEIR OWN BEHALF. ATTORNEYS MAY PROVIDE ADVICE TO AND CONSULT WITH THEIR CLIENTS.

## WHAT ARE THE ADVANTAGES?

MEDIATION IS A CONFIDENTIAL PROCESS. THE PROCEEDINGS ARE NON-EVIDENTIARY. MEDIATION SESSIONS ARE NOT RECORDED OR TRANSCRIBED.

MEDIATORS MAY SUGGEST OPTIONS FOR AGREEMENTS.

MEDIATION AGREEMENTS DO NOT CONSTITUTE AN ADMISSION, BY THE PARTY THAT THE COMPLAINT IS AGAINST, OF ANY VIOLATION OF THE LAWS THAT THE COMMISSION ENFORCES

MEDIATION AGREEMENTS RESULT IN THE CLOSURE OF CASES WITH THE COMMISSION.

MEDIATIONS ARE SCHEDULED AT TIMES AND PLACES THAT ARE CONVENIENT TO ALL PARTIES INVOLVED AND USUALLY LAST ONE TO THREE HOURS.

## MORE ADVANTAGES...

THE MAJORITY OF CASES ARE SUCCESSFULLY MEDIATED IN ONE SESSION. DISPUTES ARE RESOLVED MORE QUICKLY THAN IN THE TRADITIONAL COMPLAINT PROCESS.

LITIGATION COST AND OTHER COSTS ARE LOWER.

THE PARTIES DEVELOP CREATIVE SOLUTIONS THEMSELVES, THUS RESULTING IN GREATER SATISFACTION WITH THE PROCESS AND THE PARTIES.

FUTURE COMPLAINTS ARE AVOIDED AS PARTIES LEARN TO COMMUNICATE BETTER WITH EACH OTHER.

