

Harvest Noon Mediation and Arbitration Policy

1. Internal Mediation and Arbitration Procedure

In the event of a dispute within the Co-operative or between Co-operative members, a complainant may make a request for mediation or arbitration to the Internal Liaison. If they are uncomfortable bringing their complaint to the Internal Liaison for any reason, or if the complaint specifically regards the Internal Liaison, they may also make a request to any other Board member. At the Board meeting immediately following the request for mediation or arbitration, the Board will form an Arbitration Committee which is to consist of the seated members of the Board, excluding any Board members named in the complaint.

It is the responsibility of the Board to establish an internal arbitration procedure. All policies and procedures must be made available at the site of the Co-operative, including contact information for the Internal Liaison.

2. External Arbitration Procedure

In the event of a dispute between the Board or the Co-operative and an external person or organization, or in the event that the Board of directors has a dispute with the Co-operative, the Board or Co-operative will accept any request for arbitration following this procedure.

2.1 Arbiter List

The Co-operative will have a list of organizations that provide arbitration services. This list will be updated and ratified each year at the Annual General Meeting.

2.2 Arbitration Committee

An arbitration committee of three arbiters will conduct the arbitration. The three arbiters will evaluate the dispute and present their findings within ten (10) weeks of the neutral arbiter being engaged. Their final decision will be agreed upon by majority rule.

2.3 Selection of Arbiters

Each party shall select an arbiter to represent them. Both parties have one week from the bringing of the complaint to agree on a neutral arbiter. In the event that no agreement is reached by the end of the week an arbiter from the Arbiter List will be engaged by the Board.

2.4 Cost of Arbiters

The cost of the arbiters will be evaluated by the Board, and if possible shared proportionally in a fair manner according to the parties' annual gross budgets.