

What is Mediation?

Mediation is a
FAIR and **EFFICIENT** process
to help you resolve your
employment disputes
and reach an agreement.

A neutral mediator assists you in reaching
a voluntary, negotiated agreement.

How does it work at the EEOC?

The decision to mediate is completely voluntary for
the charging party and the employer.

When a complaint is filed, the parties may be
offered mediation.

If both the charging party and employer agree,
mediation will be scheduled by an experienced
mediator.

During mediation, both sides will be able to
exchange information and express expectations for
reaching resolution.

The parties work to reach common ground and
resolve their differences. An agreement reached in
mediation is as binding as any settlement reached
through EEOC.

If an agreement is not reached, the case will be
referred to EEOC's investigative process to be
handled like any other case.

Information disclosed during mediation will not be
revealed to anyone ... including other EEOC
employees.

Choose Mediation to Resolve Employment Discrimination Disputes

Why labor through months of
investigation or litigation?

Mediation ...

IS FAIR AND NEUTRAL

Parties have an equal say in the process and the
parties decide the settlement terms. Not the
mediator! There is no determination of guilt or
innocence in the process.

SAVES TIME AND MONEY

Many mediated settlements are completed in one
meeting and legal or other representation is
permitted in all cases, but not required.

IS CONFIDENTIAL

All parties sign an agreement of confidentiality at
the beginning of the process.

AVOIDS UNNECESSARY LITIGATION

Lengthy litigation CAN be avoided.

Mediation
promotes a better
work environment,
reduces costs and
works for the
employer **AND** the
employee!

How Can I Learn More?

For further information, visit our website at
www.eeoc.gov or contact:

1-800-669-4000 (voice)
or

1-800-669-6820 (TTY)



This pamphlet is available in accessible
formats for persons with disabilities.

Duplication of EEOC publications is permitted.

“I was very satisfied with the process and I think all the managers would agree with that. The outcome was far better than anything that could have been obtained through administrative proceedings.”

Mike Godfrey,
Senior Vice President and
General Counsel, FINA.

“I have been involved in four separate mediations conducted by the EEOC. I think the process is effective and efficient, particularly when an employee is still employed by the respondent.”

Julia Carter,
Arizona Center for Disability Law.

“Our resolution rate in mediation between the EEOC and state and local agencies is 70 percent resolution at the table, and that typically is in the one-day mediation stage. You get it done and focus on resolution.”

Deborah Lilly,
Director of Fair Employment for
Giant Food, Inc.

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MEDIATE!

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Employment Discrimination Charges

**Fair,
Efficient
And
Everyone
Wins**

U.S. Equal Employment Opportunity Commission

Chairwoman Ida L. Castro