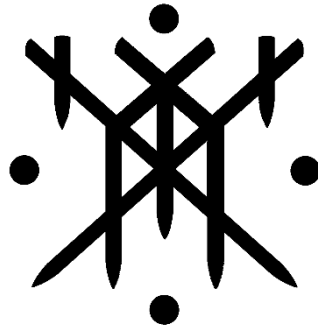


Mediation and Arbitration Process



Conflict between members is inevitable but doesn't have to be melodramatic. Adults in the kindred are expected to have the self-awareness and communication skills to deal with such tensions without the need to involve or affect anyone else. Our greatest strength is our unity. Our most sacred tenant is that of Frith, meaning peace and cooperation.

This document is intended to be adapted and revised based upon the needs of the Kindred.

See our General Code of Conduct for: expectations of all attendees of kindred events / online spaces and the consequences for breaking this code. Such consequences can lead to the following Mediation or Arbitration Processes.

When a member is found to have broken the Code of Conduct 3 times, they will be called in for Arbitration by the Lawspeaker. The Lawspeaker will organize and chair all Arbitration meetings.

When a member has a conflict with another member, they can call for Mediation by the Folkspeaker. The Folkspeaker may also call a Mediation if they feel it is necessary. The Folkspeaker will organize and chair all Mediation meetings.

The privacy of kith and kin shall not be infringed upon. All proceedings by the Resolution Circle are to remain private. Should such matters involve the wider kindred or require their knowledge the Folkspeaker will inform the kindred of such matters at Moot and/or in private conversation and/or the Kin-Only Facebook group.

The kindred is NOT responsible for any legal disputes and will not meet to discuss matters that are better resolved in a court of law. The kindred will NOT mediate a dispute which hasn't yet been attempted to be resolved by the involved parties individually. The kindred will NOT mediate a dispute which is unrelated to kindred events or began outside of kindred spaces.

The Resolution Circle

Lawspeaker

- Organize and chair all Arbitration meetings

Folkspeaker

- Organize and chair all Mediation meetings

Mediators

- Attend all Resolution Circle meetings
- Vote on the final decision for all Arbitration and Mediation meetings

Advocate

- Speak for aggrieved/accused individuals at Arbitration or Mediation meetings
- Can be any individual that is not banished from the kindred
- Meet with the person they are advocating for (the Advacant) to discuss their perspective/experiences
- Speak only in the best interests of the Advacant
- Attend all Resolution Circle meetings which require the presence of the Advacant

Frith Price

A Frith Price is a task or atonement made by one or more person(s) to an individual in payment for a misdeed.

Parameters

- Must satisfy the besmirched honor of the insulted person(s)
- Cannot be open-ended; it must have a clear and definite resolution/ending
- All parties agree that once the Frith Price is paid the grievance is dead and buried and not to be dwelt on again.

Mediation Process

Step 1

- The aggrieved parties will be asked to choose an individual to serve as their Advocate.
- The aggrieved parties will be asked to submit a written report to the Folkspeaker regarding their conflict.

Step 2

- The Folkspeaker will meet with the 3 Mediators to discuss the situation.
- The Mediators will vote to approve/deny Advocate selected by aggrieved parties.

Step 3

- The Resolution Circle will meet with both aggrieved parties (and their Advocate) in separate meetings to hear their perspectives.
- The Folkspeaker will ask if there is a Frith Price the aggrieved parties wish to ask of one another.
- The Resolution Circle will meet privately to discuss the previous meetings.

Step 4

- All aggrieved parties and their Advocates will be called to meet with the Resolution Circle.
- Aggrieved parties will have a chance to share their thoughts/feelings with one another.
- The Folkspeaker will state the Frith Prices asked for, if any.
- Aggrieved parties will have the opportunity to respond to any Frith Price asked of them and propose alternatives.
- The Mediators will privately vote on a final resolution.

Arbitration Process

Step 1

- The Lawspeaker will inform the accused party of their breaches of the Code of Conduct.
- The accused party will be asked to choose an individual to serve as their Advocate.

Step 2

- The Lawspeaker will meet with the 3 Mediators to discuss the situation.
- The Mediators will vote to approve/deny Advocate selected by accused party.

Step 3

- The Resolution Circle will meet with the accused party and their Advocate.
- The accused party and their Advocate will be asked to respond to the accusations.
- The Lawspeaker will make a suggestion for a resolution. This could be a Frith Price, suspension, or banishment.
- The Mediators will vote on a final resolution.

Special Circumstances

- If the Lawspeaker is accused of breaking the Code of Conduct the Folkspeaker will organize and chair the Lawspeaker's Arbitration
- If the Folkspeaker is asked in for Mediation the Lawspeaker will organize and chair the Folkspeaker's Mediation
- If any Mediator is asked in for Arbitration or Mediation the Lawspeaker or Folkspeaker respectively will choose a temporary Mediator to take their place
- If anyone is currently under another Arbitration or Mediation they will be temporarily recused from other Arbitrations and Mediations.
- If an aggrieved party (Mediation) or accused party (Arbitration) has good reason to believe that the Folkspeaker, Lawspeaker, or Mediators will be incapable of neutrality in their case they may ask for an alternative. The Resolution Circle (not including the person in question) will vote to decide whether or not an alternative is necessary and, if so, who will replace them. The aggrieved or accused party may request specific individual(s).
- If banishment is proposed at a Resolution Circle meeting the meeting will end. All kin will be informed of the details of the Arbitration or Mediation and a final meeting will be held in which all kin will vote on whether or not the banish the offending member.

We all care for one another. Some of us really are a chosen family. But that doesn't mean we will always get along. Just like a married couple we'll probably argue with each other more as our relationships develop, not less. Therefore, it is IMPERATIVE to keep our heads and act logically in these situations. Most conflicts can be resolved with a simple talk. For larger issues, we have this guideline.

Remember that we are trying to build a tribe here, and we cannot do it without one another.