



## WHY MEDIATE?

### BENEFITS OF UTILIZING LCHR'S MEDIATION SERVICES:

- Free.  
LCHR mediation services (as well as interpretation services, if applicable) are available at no cost to parties.
- Fair and neutral.  
Parties have an equal say in the process and they, not the mediator, decide the terms of the settlement. There is no determination of guilt or innocence in the process.
- Saves time and money.  
Mediation usually occurs early in the charge process, and many mediations are completed in one meeting. Legal or other representation is optional but not required.
- Confidential.  
All parties sign a confidentiality agreement and information disclosed during mediation will not be revealed.
- Avoids litigation.  
Mediation costs less than a lawsuit and avoids the uncertainty of a judicial outcome.
- Fosters cooperation.  
Mediation fosters a problem-solving approach to complaints and workplace disruptions are reduced. With an investigation, even if the charge is dismissed by LCHR, underlying problems may remain, affecting others in the workforce.
- Improves communication.  
Mediation provides a neutral and confidential setting in which the parties can openly discuss their views on the underlying dispute. Enhanced communication can lead to mutually satisfactory resolutions.
- Helps to discover and solve other issues.  
Parties share information, which can lead to a better understanding of issues affecting each other.
- Allows parties to design their own solutions.  
A neutral third party assists the parties in reaching a voluntary, mutually beneficial resolution. Mediation can resolve all issues important to the parties, not just the underlying legal dispute.
- With mediation, both parties can win.