

REACT International, Inc.

Policy Statement

Policy 3-04

SUBJECT: Inter-Team Conflicts

PURPOSE: Establish a Process to Resolve Conflict Between REACT Teams

SCOPE: Conflicts Where All Conflicting Teams are in the Same Council

GENERAL:

On occasion, two or more REACT Teams develop conflicts which they are unable to resolve on their own. While REACT Teams are independent entities, it is the best interests of the REACT program that there be an established method of resolving conflicts.

SUMMARY:

There are four levels of problem resolution.

1. Local, informal resolution. This is the preferred method.
2. Local, formal resolution.
3. Resolution by REACT Council.
4. Resolution by REACT International, Inc.

LOCAL, INFORMAL RESOLUTION:

The REACT Teams involved should attempt to resolve their conflicts informally, by discussion and compromise.

LOCAL, FORMAL RESOLUTION:

When informal resolution fails, each Team should prepare a document setting forth the topics of conflict, suggestions for resolution, and offers of compromise. These documents should be reviewed by the respective Teams at a Team meeting, and after discussion and possible modification, voted on by the Team. The Team-approved document should then be sent to the other Team(s) for consideration and to the Council, if any.

Within 60 days, each Team should respond, noting areas where agreement can be reached and noting areas where disagreements still remain. These responses should, as above, be considered by the Team in a meeting, and approved by the Team, and copies sent to the Council, if any.

The process should be repeated until all matters have been resolved or it is clear that there are issues which will not be resolved by this method.

REACT COUNCIL RESOLUTION:

If the matters involved cannot be resolved locally, the respective Team presidents should forward their requests to the REACT Council for assistance, including with their requests copies of all correspondence and documents generated to date.

Within 30 days, the Council president should appoint a representative to investigate the conflict(s) and to recommend possible solutions. The REACT Director for the Region should be advised at this point of the status of the controversy(ies) and provided with copies of all documents. Every possible attempt should be made to ensure fair consideration of all points of view, and the conflicting Teams should make every possible effort to accept the recommendations of the Council representative.

REACT INTERNATIONAL RESOLUTION:

In the event that the matter(s) cannot be resolved at the Council level (or if there is no Council), the Director for that Region will attempt to resolve the matter(s) and, if this fails, the Director will present the matter to the REACT International Board of Directors at its next meeting. Decisions by the Board of Directors will be final and not subject to appeal.

Adopted 29 Jun 1990. Revised 24 Jul 03.

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