

## **Structure and procedure of the DiEM25 Conflict Mediation System**

### Operating procedure of the proposed Conflict Mediation System:

Requests for conflict mediation are sent to [conflictmediation@diem25.org](mailto:conflictmediation@diem25.org). Requests can be made by individual DiEM25 members, or forwarded by NCs/CC/DSCs on behalf of members.

Requests are then forwarded to a pair of (co-)mediators who fit the values of impartiality and neutrality.

If both conflicting parties have not already agreed to participate in the mediation process and contact was only made by one party, a request is made to the other party, inviting them to participate in the process.

The mediators and the conflicting parties agree on a date to initiate the mediation process.

The pre-mediation agreement is signed by both the conflicting parties and the mediators, settling on the terms and conditions of the mediation process.

The mediation process is conducted in the following way:

Co-mediation - two mediators present.

Time limit for mediation sessions – a maximum of 2 hours per online session.

No limit for the number of mediation sessions.

Option to include observers in mediation session, so long as everyone agrees to it.

Though mediation sessions are meant to include both conflicting parties, individual sessions may be utilised.

Breaks can be requested by anyone, at any time.

Mediators are committed to the systemic well-being of all parties.

What occurs within the mediation process is confidential, unless all parties agree otherwise.

The mediation process is concluded with the conflicting parties signing a mediation agreement, outlining the results of the process and future prospects.