

ENTERPRISE MEDIATION SERVICE

PURPOSE

Mediation provides an opportunity for state employees to openly communicate their concerns and interests with one another in a neutral, safe setting. Participants work toward mutual resolution through a structured and collaborative process.

The primary goal is to achieve a voluntary agreement that addresses the needs and interests of both parties and preserves working relationships.

PROCESS

Trained mediators provide neutral, unbiased services to guide participants through the process. Mediation is scheduled at a mutually agreeable time and location or virtual setting. Mediation is usually scheduled for two hours.

Each party will have the opportunity to explain their perspective. The mediator will ask questions of each party but will not advocate, take sides, or give an opinion. The parties involved determine the outcome and next steps.

BENEFITS

1. Confidentiality

Ensures that sensitive issues are handled privately, preserving the dignity of the parties involved.

2. Voluntary Participation

Both parties enter the process willingly, increasing the likelihood of a mutually satisfactory outcome.

3. Custom Self-Determined Solutions

Allows for individual solutions that address the specific needs and concerns of the involved parties.



AT A GLANCE

OBJECTIVES

- Open Communication
- Collaboration
- Mutual Resolution

BENEFITS

- Participant-led Resolution
- Guidance of Skilled Mediators
- Available to all State Employees

BUREAU OF EQUITY & INCLUSION

We are here to assist you. Please contact us to find out more about our service:

DOADPMBEIMediation@wi.gov



[MEDIATION REQUEST FORM](#)