Maryland Commission on Human Relations
MEDIATION PROGRAM

Participation & Confidentiality Agreement

Case Name: _____ MCHR Case #: _____
EEOC/HUD Case #: _____

1. All participants voluntarily agree to attempt to resolve the above-referenced charge through the MCHR Mediation Program.

2. All participants understand that the mediator(s) are neutral facilitators of the mediation process and will not render opinions or decisions regarding the merits of the charge. In addition, the mediator(s) will not act as an advocate for any participant.

3. All participants understand and agree that mediation is confidential, except where a genuine threat of violence or an allegation of child and/or elder abuse has been made. Specifically, all participants agree not to attempt to subpoena the mediator(s) and agree that the mediator(s) will not testify on behalf of or against any participant to the mediation in any further proceedings. All participants also agree that the mediator(s) will not be held responsible for any damages that may arise from the mediation process.

4. All parties agree that any notes taken by any participant during the mediation process will be collected and destroyed by the mediator(s), except as may be mutually agreed upon by the participants and the mediator(s).

5. All participants agree that if an agreement is reached, it will be reduced to writing and included as part of a MCHR Pre-Determination Settlement Agreement. When signed, this agreement will be binding on all participants to the charge.

6. All parties agree that if mediation results in a written agreement, the complainant will also complete and sign the necessary paperwork requesting a withdrawal of the charge from MCHR and EEOC or HUD, if applicable.

7. Finally, all participants understand and agree that if mediation does not result in a written agreement, the case will be transferred to the appropriate MCHR unit for further processing.

Complainant	**Date**	**Respondent/Position in Company**	**Date**
Complainant's Representative	**Date**	**Respondent's Representative**	**Date**
Other Participant/Observer	**Date**	**Other Participant/Observer**	**Date**
Mediator	**Date**	**Mediator**	**Date**
Observer	**Date**	**Observer**	**Date**