START HERE:

You have questions about something in our community or a direct disagreement/conflict with another member of our community.

Is this something that you can and should just “let go?”

Yes. I can and do let it go.

No. I could let it go, but I don’t. I keep bringing it back up. I might even gossip about it.

Another DLT member or colleague will bring it up with me and/or with a UBC member so we restart on the path and move forward to resolution.

Problem solved.

You cannot come to agreement or potential resolution.

Speak to a UBC member about the situation. You can request confidentiality among UBC members if you so choose. The UBC (or UBC member) will meet with the colleague to share concerns that have been brought forward. You may be present or not (case-by-case basis).

UBC will offer conflict resolution, mediation or generate an action plan.

UBC will monitor satisfactory implementation of any agreed upon plan.

You cannot come to agreement or potential resolution.

Your colleague agrees to talk in order to seek understanding and a solution that is agreeable to both parties.

Your colleague agrees to talk, but with another colleague or a member of the UBC present. You will need to wait until they can schedule the meeting with both you and their requested colleague.

Let your colleague know you would like to talk and request a time to do so.*

Your colleague does not agree to talk with you.

Your colleague agrees to talk.

Speak to your colleague in order to seek understanding and a solution that is agreeable to both parties.

UBC can encourage &/or recommend a colleague for entry into the PARS** program.

Problem solved.

*The right to a safe and supported direct conversation goes both ways. So make sure you ask for support in approaching someone beforehand if you need it. Also, make a request to talk to your colleague so that they may also ask for support if they need it.

**Peer Assistance and Review