



10 Reasons to Consider Mediation

1. **Mediation is free:** EEOC's National Mediation Program is available at no cost to the parties.
2. **Mediation is fair and neutral:** Parties have an equal say in the process and they, not the mediator, decide the terms of the settlement. There is no determination of guilt or innocence in the process.
3. **Mediation saves time and money:** Mediation usually occurs early in the charge process, and many mediations are completed in one meeting. Legal or other representation is optional but not required.
4. **Mediation is confidential:** All parties sign a confidentiality agreement. Information disclosed during mediation will not be revealed to anyone, including EEOC investigative or legal staff.
5. **Mediation avoids litigation:** Mediation costs less than a lawsuit and avoids the uncertainty of a judicial outcome.
6. **Mediation fosters cooperation:** Mediation fosters a problem-solving approach to complaints and workplace disruptions are reduced. With an investigation, even if the charge is dismissed by EEOC, underlying problems may remain, affecting others in the workforce.
7. **Mediation improves communication:** Mediation provides a neutral and confidential setting in which the parties can openly discuss their views on the underlying dispute. Enhanced communication can lead to mutually satisfactory resolutions.
8. **Mediation helps to discover the real issues in your workplace:** Parties share information, which can lead to a better understanding of issues affecting the workplace.
9. **Mediation allows you to design your own solution:** A neutral third party assists the parties in reaching a voluntary, mutually beneficial resolution. Mediation can resolve all issues important to the parties, not just the underlying legal dispute.
10. **With mediation, everyone wins:** An independent survey showed 96% of all respondents and 91% of all charging parties who used mediation would use it again.