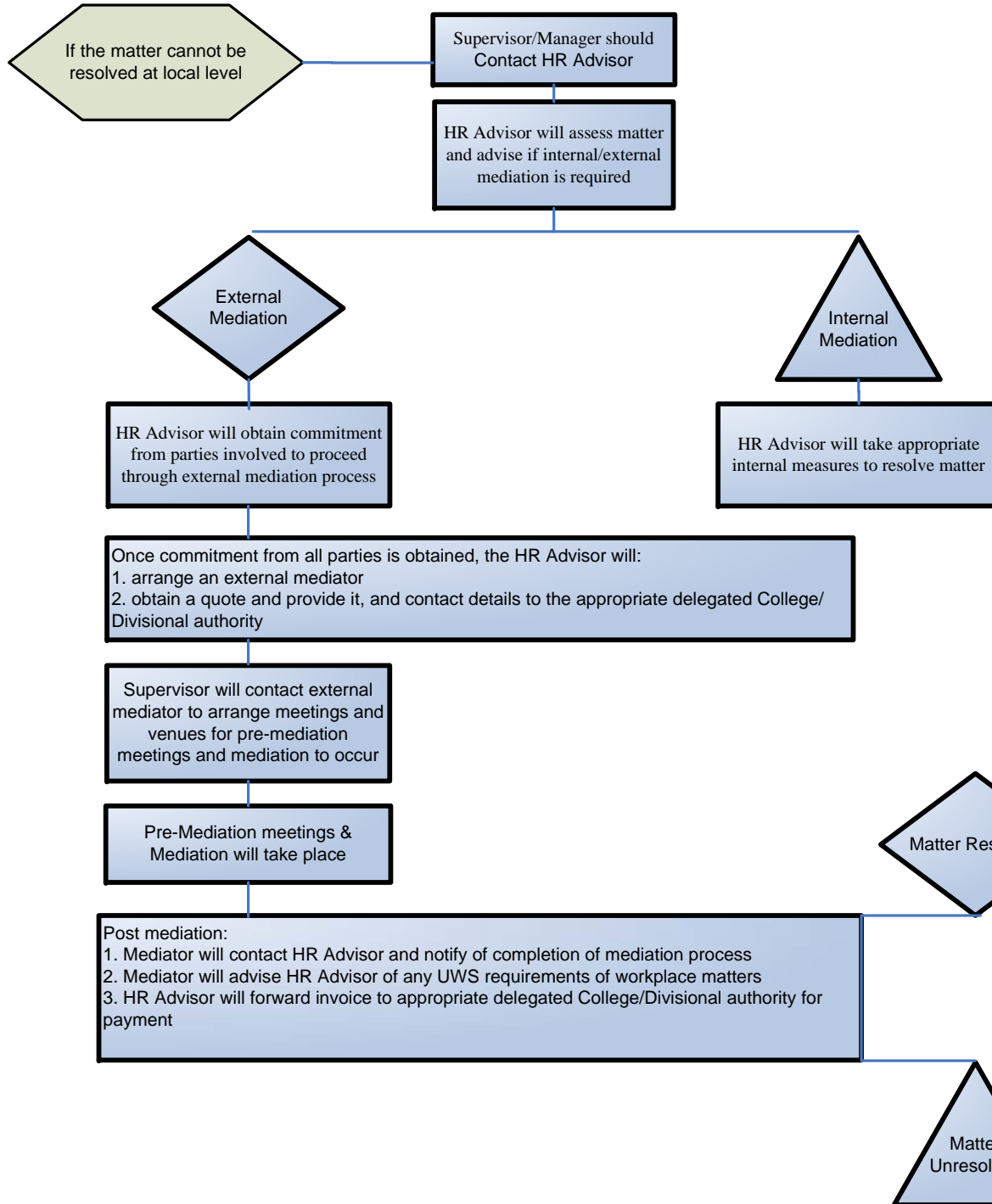


# UWS Mediation Process for Referring Officers



**NOTE:**  
Due to confidentiality between the external mediator and parties involved during the mediation meetings, mediators will not provide a full report on the meetings. Only the following feedback will be provided:  
1. If an agreement has been reached  
2. If there are any workplace issues that UWS should follow up on  
(see wording in other sheet for this section)