

Mediation International Conflict of Interest policy.

1- A trainer-mediator-coach or assessor working with Mediation International shall avoid a conflict of interest or the perception of a conflict of interest during and after a training session. A conflict of interest may appear from involvement by a trainer-mediator-coach or assessor with the course participant or from any relationship between a trainer-mediator-coach or assessor and any course participant, regardless of whether the relationship is current or in the past that reasonably raises a question of a trainer-mediator-coach or assessor's impartiality.

2- A trainer-mediator-coach or assessor shall make a reasonable inquiry to determine whether there are any reasons that an individual would consider likely to create a potential or actual conflict of interest for a trainer-mediator-coach or assessor. A trainer-mediator-coach or assessor's actions necessary to accomplish a reasonable inquiry into potential conflicts of interest may vary based on practice context.

3- A trainer-mediator-coach or assessor shall disclose, as soon as practicable, all actual and potential conflicts of interest that are reasonably known to him/her and could reasonably be seen as raising a question about his/her impartiality. After disclosure, if all parties agree, he/she may proceed with the training course.

4- If a trainer-mediator-coach or assessor learns any fact after agreeing to participate in a training course that raises a question with respect to his/her service creating a potential or actual conflict of interest, he/she shall disclose it as quickly as practicable. After disclosure, if all parties agree, he/she may proceed with the training course.

5- If a trainer-mediator-coach or assessor's conflict of interest might reasonably be viewed as undermining the integrity of the training course, he/she shall withdraw from or decline to proceed with the training course regardless of the expressed desire or agreement of the parties to the contrary.

6- Subsequent to a training course, a trainer-mediator-coach or assessor shall not establish another relationship with any of the participants in any matter that would raise questions about the integrity of the training course. When a trainer-mediator-coach or assessor develops personal or professional relationships with parties, other individuals or organizations following a training

*Kevin Brown
Madrid, Spain*

www.mediationinternational.eu

course in which they were involved, the trainer-mediator-coach or assessor should consider factors such as time elapsed following the training course, the nature of the relationships established, and services offered when determining whether the relationships might create a perceived or actual conflict of interest.