

## REFCLT Conflict Resolution Agreement

### Intent

In lieu of complex ecological/social governance policies REFCLT has chosen a minimalist approach of fostering a diversity positive attitude and providing a binding conflict resolution mechanism for things go less than ideal.

"Agree to disagree" and "Be neighborly"

Members of REFCLT should assume that their neighbors will have different values and make different social, ecological, and lifestyle choices. A respectful tolerance of difference of opinion as well as an openness to discussion of our differences should be the norm. Members of REFCLT are encouraged to extend themselves in accommodating sights, sounds, smells, events, and processes that would by choice not occur on their own land. This should not be done to the extent that it prevents serious concerns from being raised.

It is also an expectation that members of REFCLT will be "neighborly" and should be aware of how the sights, sounds, smells, events, and processes occurring on your land are affecting your neighbors. Any [in]action that could potentially impact one's neighbors should be discussed before implementing.

Sometimes even the best intentions are not enough. REFCLT members agree to the following:

A conflict occurs when one or more persons are upset by the [in]action of someone or some group. When a conflict occurs, it is the responsibility of the injured party to raise their concern in a timely manner. Withholding conflict until significant time has passed (more than six weeks) and letting it "build up" are unacceptable behaviors. All parties involved in the conflict are expected to be cooperative, available, and actively engaged in the process. Except in cases where a crime may have been committed REFCLT members agree to follow the Conflict Resolution Agreement to its conclusion before pursuing legal satisfaction.

In the event of a conflict the first step to be taken is for the injured party to notify the other party of the problem and attempt to resolve it with a third party facilitator/mediator or by themselves. If this is not successful the involved parties are encouraged to bring it to a meeting of the REF membership. Many such meetings, both private and group, may be necessary to resolve difficult conflicts and REFCLT members are expected to exert themselves in trying to solve conflicts via this process.

If it appears that this conflict is beyond the abilities of the conflicting parties to solve themselves and with the locally available help, either party may initiate the arbitration process. The arbitration process concludes either by the consensus of all parties involved at any time or in legally binding arbitration by the

end of the ninety days.

During the ninety day arbitration process all parties are encouraged to continue to try and solve the conflict by themselves and with third party mediation/facilitation. During the first fifteen days each party will appoint an arbitrator. During the second fifteen days these arbitrators will appoint an additional arbitrator. After this time up until the end of the 90 day process these arbitrators will hear all sides by conducting meetings with all parties individually and jointly. They will then decide upon and pass a ruling which has no limitations. Members of REFCLT agree to abide by this ruling or give up their membership. Additionally the decision of this group of arbitrators is legally binding and may be entered in a court of law as such.