

REFCLT Conflict Resolution

Members of REFCLT are expected to deal directly, openly, and honestly with others; avoid physical and emotional abuse in relationships; and treat all life with respect.

Agree to Disagree

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 openness to discussion of our differences is the norm.

Members of REFCLT are encouraged to extend themselves in accommodating sights, sounds, smells, events, and processes on their neighbors' leaseholds that they would not have chosen to occur on their own leaseholds. Members are also encouraged to accommodate different communication styles and social behaviors. However, people should not bend so far to accommodate others that they neglect to raise their own serious concerns.

Be Neighborly

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 their land are affecting or may affect their neighbors. Members should also consider how their communication style and social behavior may be felt by others.

Any major action that could potentially impact one's neighbors should be discussed before being taken.

Communication Expectations

Nonviolence is an important value of REFCLT members. Members and their guests are expected to communicate nonviolently, with compassion and respect for all. This includes communication with other members, visitors, interns, work exchangers, guests, and anyone else connected with REFCLT.

Conflict Resolution

A conflict occurs when one or more persons are upset by the action of someone or some group. It is the responsibility of the injured party to raise their concern. People are strongly encouraged to raise concerns before significant time has passed (within two months), so that resentment or anger do not build up. If this has happened, the injured party is expected to notify the other party as soon as possible.

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 steps below to their conclusion before pursuing legal satisfaction.

1. In the event of a conflict the first step is for the injured party to notify the other party or some

other trusted person of the problem and attempt to resolve it with a third party facilitator/mediator, with a group of people, or by themselves.

2. 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 commit themselves to trying to solve conflicts via this process.

3. 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 90 days.

During the 90-day arbitration process all parties are encouraged to continue to try and solve the conflict by themselves and with third party mediation/facilitation. By the end of the first 15 days each party will appoint an arbitrator. By the end of the second 15 days these arbitrators will appoint an additional arbitrator. From this time 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.