



## NEW MEDIATOR DESIGNATION (Qualified Mediator, Q.Med.)

This designation is to recognize people who have completed sufficient mediation and related dispute resolution training to be qualified to practice as mediators. It is an intermediate step for mediators working to receive their Chartered Mediator designation.

The designation assists the mediator by providing a nationally recognized credential to show that the mediator has met nationally and regionally set standards for training and/or experience as a mediator. It is noted that these standards are minimum national standards, **and Regional Affiliates may set additional local standards if they so desire. Please check with your Regional Affiliate for information on the particular requirement of your region.**

The credential will assist the public to select a mediator who has been reviewed to determine if that mediator is qualified by training to conduct mediations.

### COMMON ISSUES THAT A Q. MED MIGHT MEDIATE INCLUDE:

- Contracts
- Landlords & tenants
- Institutions
- Environment
- Real Estate & Property
- Governments & Agencies
- Employment
- Workplace
- Diversity
- Health & Wellness
- Family Business
- Neighbourhood
- Professional Services
- Trades (Automotive purchase/repair)
- Sports & Recreation
- Court diversion (from litigation)

### REQUIREMENTS FOR Q. MED STATUS

To achieve a Q.Med, a mediator must fulfill all of the following requirements.

#### A. Membership

The applicant must be a member in good standing of the participating Regional Affiliate and National Institute.

#### B. Education

The applicant must have completed a minimum of 10 days of Conflict Resolution Training, broken down as follows:

##### 1. Basic Mediation Training

The applicant must have completed a basic mediation course or courses totaling a minimum of 5 full days (approximately 40 hours). It is expected that this training will be comprised of either one or two courses spanning the 5 days, and not 5 separate, individual workshops. The 5 days of training must cover ALL of the following areas:

- Interest-based Mediation Process and Skills
- Conflict Resolution
- Negotiation
- Communication Skills

##### 2. Specialized Mediation and Related Training

The applicant must have completed an additional 5 days (40 hours) of training covering appropriate topics as set out below. This training may comprise smaller, more specialized days of training of any reasonable and appropriate length. Examples of such training include the following list of advanced and elective courses. Candidates are welcome to submit details of relevant training that may not be included in this list.

- Advanced Mediation
- Ethics in Dispute Resolution
- Multiparty Negotiation Strategies
- How to start a Mediation Business
- Designing Systems for Conflict Management in Organizations
- Arb/Med – Med/Arb: When and How to Use Them
- Mediation: Case Development
- Influence of Culture on Conflict Resolution Approaches
- Resolving Difficult Workplace Issues

### C. Practical Experience

1. To qualify for the designation, have conducted 2 supervised and assessed practice mediations, or two actual mediations, paid or unpaid. If supervised and assessed practice mediations are used in the application, the assessor must complete the Standard Supervised Practice Assessment form. (Available at: <http://www.adrcanada.ca/resources/documents/SupervisedPracticeMediations2009October23.pdf>)
2. The applicant must complete and provide documentation of 3 actual mediations, paid or unpaid, either solo or co-mediated, within 3 years of the designation being awarded.

### D. Ongoing Education and Engagement

The applicant must accumulate 60 points for Continuing Education and Engagement in three years. A total of 20 points can be carried over to the next Continuing Education period. Q.Meds use the approved Chartered Mediator Continuing Education point system.

### E. Professional Liability Insurance

All self employed Q.Med candidates are strongly encouraged to submit evidence of applicable professional liability insurance coverage. A Q.Med's insurance status will be shown on the ADRIC website.

### F. Fees

Each Regional Affiliate sets the fee for the application. Annual fees for maintaining the designation will be \$90 per year in addition to membership dues.

### ALTERNATIVE QUALIFICATIONS

Candidates for the Q.Med designation who do not meet these qualifications may submit their relevant experience and educational qualifications to the Regional Affiliate for review. (There may be a fee charged for the review.) **While a Skills Assessment is not required for Q.Med designation, the Regional Affiliate reserves the right to require one at its discretion.**

### APPLICATION FORMS

To apply for Qualified Mediator status, print and complete the Application Form **provided by your Regional Affiliate** and **return it to your Regional Affiliate** office along with the required fees.