

OFFICIAL GPCO Forum

Council => Proposal Drafting => Topic started by: **Andrea Mérida Cuéllar** on **August 11, 2017, 07:09:35 PM**

Title: **Proposal Draft: Grievance Process**

Post by: **Andrea Mérida Cuéllar** on **August 11, 2017, 07:09:35 PM**

Team, I'm going to post what I have worked up so far, and I'd like to get your feedback as I keep writing this. It's still super rough. Thank you.

In keeping with the Green Party's principles of Peace (First Pillar) and Fourth Key Value of Non-Violence, this dispute resolution process seeks to create a just peace within the GPCO. We believe that grievances can be resolved through communication, though at times, limited perspectives and misunderstandings get in the way of resolution. However, reconciliation should be the objective, so that the party can have the benefit of all members in the work of growing the party. The absence of conflict is not the objective, as conflict is the catalyst for positive change and justice, if managed properly.

Of particular note is the dynamic of systems of oppression that sometimes impact disputes. Leadership at every level of the GPCO should prioritize becoming familiar with oppression and how it manifests in our society. As a way to assist in resolving conflicts that germinate from these issues, the GPCO will provide resources and regular training opportunities so that members can learn to identify and mitigate these issues.

When a breakdown in communication occurs, the following steps can be used to resolve conflicts.

Levels of conflict resolution

Person-to-person resolution

Mediation via local leadership or via local democratic proposal process

Mediation via state party leadership

Mediation via an ad-hoc grievance council of local leadership

Local revocation of rights of participation

Statewide revocation of rights of participation

Person-to-person resolution

In keeping with the 9th Key Value (Personal and Global Responsibility), it is first the primary duty of each individual to take it upon themselves to advocate for themselves, articulate their positions and to communicate when injury occurs.

Aggrieved parties should document the interaction and share documentation with the other party, to keep track of agreements.

Mediation via local leadership

The parties in dispute may opt to include local leadership to hear out grievances, mediate a discussion oriented toward resolution, and document the outcome for accountability purposes.

Grievances involving Local leadership

Grievances involving state leadership

Title: **Re: Proposal Draft: Grievance Process**

Post by: **Kevin Alumbaugh** on **August 20, 2017, 11:23:44 AM**

Here is a link to the GPUS Dispute and Resolution Committee page. <http://gpus.org/committees/dispute-resolution/>

Please download the DRS Structure and Process document. It is an extensive document but seems to be a good place to start. If we agree that their process is something we can model it might save us a lot of time.

Title: **Re: Proposal Draft: Grievance Process**

Post by: **Andrea Mérida Cuéllar** on **August 20, 2017, 12:56:33 PM**

The dispute resolution committee is non functional, so this process doesn't even work for them.

Thank you for chiming in, however.

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