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## Tennessee Employee Mediation Program

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Mediation is a form of alternative dispute resolution that is offered to state employees by the Department of Human Resources. Mediation is an informal process where a neutral third party assists employees who are involved in workplace conflict by helping them to achieve a voluntary resolution to their issue. A mediator helps the parties agree on a mutually acceptable resolution. Mediation is a voluntary process.

*"The Department of Human Resources is proud to offer the Mediation Program as a resource for agencies and employees in state government. Mediation is an effective way to bring resolution and mutually acceptable solutions to common workplace conflicts or misunderstandings. I invite you to take advantage of this practical and efficient practice."*

*- Commissioner Rebecca Hunter*

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Mediation is appropriate for issues such as:

- Disciplinary actions,
- Workplace harassment and discrimination,
- Involuntary geographical transfer of an employee over 50 miles,
- Prohibited political activity as outlined in the Little Hatch Act, and
- Other workplace issues involving a relational, communication, or values conflict in state government employment.



Mediation is conducted by a neutral third party who has been trained and approved as a mediator. The mediator facilitates the participants' discussion in order to provide for better communication and understanding.



## Contact Information:

### Mediation Officer

Phone: 615-253-4741

[DOHR.Mediation@tn.gov](mailto:DOHR.Mediation@tn.gov)

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For more information visit:

<http://tn.gov/hr/article/mediation>



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