# CoDA Service Conference 2011

## Motion 4 Form

## Committee: Issues Mediation Committee  Date:  5/7/11

## Motion Number: (data entry purpose only):_____

## Result (data entry purpose only):

**Motion:** Add the following highlighted paragraphs to the FSM's "Disagreement, Mediation and Resolution Process under Section 2; specifically, add to page 15, after the paragraph, "A situation…. (This will be a new paragraph, the fourth paragraph before the ending of this section)

**"**If the dispute case is at the IMC level, any trusted servant(s) (including Board Trustees, paid/non-paid administrators, FSWs) and/or any CoDA entity(s) (including a CoDA Board), directly or indirectly involved with a dispute/complaint, are expected to follow CoDA FSM guidelines/Bylaws, and fully cooperate and participate with IMC's investigation, mediation and resolution process. Some examples of cooperation are: providing truthful information and any written evidence relating to the dispute; negotiating and communicating earnestly and in good faith; and cooperating with IMC recommended resolution actions. All should be done in a timely manner.

Sanctions may be applied to relevant trusted servant(s) who excessively violate(s) FSM policies/Bylaws and/or does not fully cooperate with the IMC process. Sanctions may include from requesting that the trusted servant volunteer to take a 45-day 'cooling off' period; a simple warning; temporary removal from CoDA service; and/or removal from leadership positions, etc. This time period would allow for self-development, personal growth and recovery before trusted servant(s) returns to service.

To validate non-compliance of FSM policies and/or IMC's investigative, mediation and resolution process, IMC will present the relevant evidence to either the CoDA's Board of Trustees (unless a Board member or the Board is directly involved with the dispute) or at the next CSC to allow for accuracy, objectivity, and fairness.

The IMC, and other party(s), can utilize & present correspondence/emails relevant in the dispute without author's approvals in order to facilitate its duties and responsibilities in the investigative, mediation, resolution process.

**INTENT:** This added section is primarily intended to serve as a deterrent to those who (1) excessively break FSM policies and procedures, (2) choose not to come to resolution in a healthy manner; and, (3) who choose not to cooperate or interfere with the FSM and IMC fellowship approved process. The FSM and IMC procedures are meant to encourage & protect healthy behavior not unhealthy behavior.

The IMC is established to ensure fairness & FSM policies are correctly followed in disputes to keep CoDA a safe environment to serve in. This process is updated periodically & approved by the fellowship since new disputing parties bring new concerns that may not be only harmful towards each other, but to the organization.

In CoDA recovery, utilizing the 12 Steps and FSM should guide those in conflict and assist them to resolution. This motion would offer those an opportunity for more personal recovery time outside of CoDA service. This motion follows: Tradition 1, 2, 3; Service Concepts 3, 4, 7 & 12.

**REMARKS:**
The IMC has been involved with a dispute this year. This receiving party did not answer any of IMC questions or requests (via email) after many cordial & patient attempts. IMC sent repeated emails with extended deadlines. Not one piece of evidence was given to IMC. IMC cannot rely on hearsay or stories after-the-fact.

The rest of the group did try to work with IMC toward resolution at a certain point; however, others interfered with the process and remained uncooperative. Comments of being above the FSM and Bylaws were made as well as coercion to not have IMC follow through with the dispute. Researched written facts and evidence also clearly showed untruthfulness; a personal agenda; independent decision making & actions (no group conscience); unhealthy influence on other members in the group, and unhealthy interference with the resolution process.

Additional members involved in the dispute (e.g., a paid FSW) although once cooperative, also gave duplicity and later became uncooperative with the investigative process. And, at times, FSM policy & Traditions were used to try to protect unhealthy actions. This motion is meant to bring a party(s) back to CoDA's Traditions and guide them back to following all the Service Concepts especially Service Concepts 3, 4, 7 & 12.