



## EMPLOYEE DISPUTE RESOLUTION

This document is the parent policy for any College procedures. Questions regarding this policy are to be directed to the identified Policy Owner.

<b>Category:</b>	C. People and Culture
<b>Policy Number:</b>	C34
<b>Approval Date:</b>	June 17, 2021
<b>Effective Date:</b>	July 1, 2021
<b>Policy Owner:</b>	Chief People and Culture Officer
<b>Objective:</b>	To enable the resolution of disputes between members of the College community that would otherwise adversely affect the experience of employees or limit the achievement of the goals and objectives of the College.
<b>Policy:</b>	<p>Olds College strives to ensure that employees are treated fairly and with respect. We recognize that disputes may arise from time to time and this policy is intended to provide direction to members of the Olds College community on the resolution of such disputes.</p> <p>This policy is intended to cover disputes between members of the College community. It is not intended to apply to decisions related to employee recruitment and selection, and policy decisions.</p>
<b>Definitions:</b>	
<b>Related Information:</b>	<p>A25 Code of Conduct  <a href="#">AME Terms of Employment June 2016.pdf</a> Part VI. Grievance Procedure   OCFA Collective Agreement 2018 2020 (3).pdf Article 20 Dispute and Grievance Resolution Procedures   AUPE Collective Agreement- Expires June 30, 2020.pdf Art 21 Grievance Procedure</p>
<b>Related Procedures:</b>	C34 Employee Dispute Resolution Procedure
<b>Review Period:</b>	3 years
<b>Revision History:</b>	New: July 2021