

Piped Piper Conflict Resolution and Arbitration Policy

Purpose

Piped Piper is committed to fostering a positive and collaborative work environment. This policy outlines the company's preferred methods for resolving workplace conflicts and disputes before resorting to formal legal action.

Informal Resolution

We encourage employees to address issues directly with the person involved whenever possible. Open and honest communication can often resolve conflicts effectively.

If informal communication is not successful, the following steps are encouraged:

- **Manager Intervention:** Employees can approach their manager to facilitate discussion and mediate a resolution.
- **HR Support:** The HR department is available to provide guidance, mediate conflict resolution discussions, and offer resources to assist employees in reaching an agreement.

Formal Resolution - Arbitration

If informal methods fail to resolve a dispute, Piped Piper requires that all employment-related disputes proceed to binding arbitration as the final step.

- **Arbitration:** Arbitration is a formal process where a neutral third party (arbitrator) hears arguments from both sides and makes a binding decision.
- **Confidentiality:** Arbitration proceedings will be confidential, with limited exceptions required by law.

Benefits of Arbitration

- **Neutrality:** An impartial arbitrator delivers a decision based on the facts presented.
- **Efficiency:** Arbitration is generally faster and less expensive than litigation in court.
- **Finality:** The arbitrator's decision is typically binding and final, avoiding further appeals.

Rights Not Waived

This policy does not waive any employee rights under applicable federal, state, or local laws. Employees may still file charges with government agencies or pursue legal action in permitted circumstances, such as claims of discrimination or harassment.

Please Note

- This policy is intended to provide a framework for resolving disputes and may be subject to change.
- Employees are encouraged to consult with legal counsel regarding their individual rights.