

Early Mediation . . .

- Is an alternative to going through the legal process.
- Is an opportunity for the parties to a complaint to meet with a mediator and try to reach a settlement soon after the charge is filed.
- Would be on terms that are satisfactory to both sides.

You can bring an attorney or a friend to the meeting with you.

A Settlement . . .

- Can be anything that the complainant agrees to accept in return for dropping the complaint. Both parties must agree.
- When reached, means the complainant agrees to drop all charges and not take any other legal action.
- Means charges filed with state and federal agencies are closed.

Do not come to the meeting unless you want to settle the complaint and you are willing to make a settlement offer. This offer could be monetary or other items.

A person may receive more or less at mediation than after going through the investigation and hearing process.

When a case is settled, neither side admits any wrongdoing.

Advantages:

- The complaint is settled quickly.
- The parties do not have to go through investigation and hearing which can be lengthy.
- It saves time, stress and attorney's fees.
- People are usually happier with a settlement that both agree to than the results of a hearing where one wins and one loses.



Equal Opportunities Division

**City of Madison
Equal Opportunities
Division**



If you have any other questions about Early Mediation, you may call (608) 266-4910.

What is Early Mediation?

NOTE: If you need materials in Braille, large print or other alternate formats or other accommodations to access this service, activity or program, please contact the EOD offices at (608) 266-4910 or (866) 704-2314 (TTY/Textnet).

Lucía Nuñez, Director
Department of Civil Rights
210 Martin Luther King, Jr. Blvd., Room 523
Madison, WI 53703-3346
(866) 704-2314 TTY/Textnet
dcr@cityofmadison.com
(608) 266-4910