

CONSUMERS' GUIDE

ALTERNATIVE **D**ISPUTE **R**ESOLUTION (ADR)

SERVICES IN MARYLAND



3rd Edition 2007

Dear Fellow Marylanders:

I am pleased to present this Consumers' Guide to Maryland Mediation and Conflict Resolution Services. In this document you will find helpful information about how to resolve conflicts outside of the courtroom with help from a variety of dispute resolution programs and practitioners.

Produced by the Maryland Judiciary's Mediation and Conflict Resolution Office (MACRO), this guide provides detailed information about dispute resolution services; what they are, where to find them and how to use them. The guide identifies programs in courts, communities, educational institutions and government agencies at the state and local levels.

Maryland courts do an exceptional job of handling matters that need to be addressed in court, such as cases involving significant legal questions, allegations of serious crime, a need for precedent or the desire to air an issue publicly. We in the Judiciary, however, also recognize that many matters coming before us could also be effectively resolved without trial. With this in mind, in appropriate cases, we are increasingly encouraging potential litigants, in the first instance, to try mediation and other alternative dispute resolution processes, which may reduce costs, stress and time and increase the possibility of reaching creative agreements.

Maryland is home to a highly skilled and diverse conflict resolution practitioner community. More often than not, with the help of an experienced conflict resolution practitioner, people in conflict are able to communicate with one another, understand each others' needs and reach mutually satisfactory outcomes. We hope you will use this guide to tap into Maryland's dispute resolution resources. For more information or further assistance, please visit MACRO online at www.marylandmacro.org or call 410-841-2260.

Sincerely yours,

A handwritten signature in black ink that reads "Robert M. Bell". The signature is written in a cursive, slightly slanted style.

Robert M. Bell
Chief Judge
Maryland Court of Appeals

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USING THIS GUIDE

Whether you are in a neighborhood, family, business, workplace or other dispute, there is a dispute resolution program that is right for you. This guide will help you identify and locate mediation and other alternative dispute resolution (ADR) programs in your area that can assist you in resolving your dispute.

WHAT IS ADR?

ADR, or “**Alternative Dispute Resolution,**” refers to a variety of processes for resolving disputes without going to trial.

We all have conflicts in our lives. Filing a law suit may be the appropriate way to handle some disputes. There are also a number of alternatives to taking a dispute through the legal system all the way to a trial. The processes that are included in this guide are:

- Community Conferencing
- Mediation
- Settlement Conferences

This guide is designed to give you information about these processes, explain their benefits and help you find resources around the state if you want to use them. While the primary focus of the guide is mediation, there are other processes available in Maryland that might be more appropriate for your situation. For definitions of these processes or to learn about other ADR processes see page 80.

WHAT’S IN THIS GUIDE?

STATEWIDE ADR RESOURCES

This guide provides contact information and descriptions for programs that offer mediation and other conflict resolution services across the entire state of Maryland. The statewide resources section also contains pages on statewide organizations that can help you determine if mediation is right for you, as well as pages that can assist you in understanding the ADR opportunities offered by Maryland’s Courts and community mediation programs.

PRIVATE MEDIATORS

There are many private mediators practicing in Maryland. This guide includes helpful tips that you can use to find and hire a private mediator to assist you with your dispute.

COUNTY-BY-COUNTY ADR SERVICES

The largest segment of this guide contains information on mediation and other ADR programs located in all 24 counties, and in Baltimore City. The listings include:

CIRCUIT COURT PROGRAMS

Every circuit court in Maryland has a family mediation program for custody and visitation cases. Some Circuit Courts also have mediation programs for marital property (divorce) issues, and other civil cases, such as contract, personal injury, employment cases, etc.

COMMUNITY CONFERENCING PROGRAMS

There are currently 6 community conferencing programs in Maryland. These programs can help communities, including schools, resolve serious community and behavioral conflicts as well as unlawful acts that result in harm to individuals and their communities. To learn more about community conferencing contact the Community Conferencing Center at 410-889-7400 or visit online at: <http://www.communityconferencing.org/index.asp>.

COMMUNITY MEDIATION PROGRAMS

There are currently 18 community mediation programs serving nearly every county in Maryland. These centers offer mediation services for free or on a sliding-scale basis. The kinds of disputes which the centers mediate include: inter-personal disputes, neighborhood disputes, family disputes, landlord-tenant disputes, and Small Business disputes. To learn more about community mediation contact Community Mediation Maryland at 410-349-0080 or visit online at: <http://www.marylandmediation.org/>.

DISTRICT COURT MEDIATION AND SETTLEMENT CONFERENCE PROGRAMS

Each District Court location offers unique alternative dispute resolution programs for cases within the court, and all programs are free to the participants. The District Court offers pre-trial and day-of trial mediation programs, day-of trial settlement conference programs, and peace order mediations. To learn more about ADR in the District Court call 410-260-1676 or visit online at: www.mdcourts.gov/district/adr/home.html.

OTHER INFORMATION IN THIS GUIDE

MEDIATION OMBUDS PROGRAM

The Maryland Program for Mediator Excellence (MPME) has initiated a confidential Mediation Ombuds Program to assist consumers who have questions, concerns or complaints about a mediator or a mediation-related service.

DESCRIPTIONS OF DISPUTE RESOLUTION PROCESSES

This guide will also help you learn what mediation is, and when it is appropriate for your dispute. Descriptions and definitions of other dispute resolution processes are also included so that you can consider additional alternatives to resolving your dispute.

STANDARDS OF CONDUCT FOR MEDIATORS

In 2006, the Maryland Program for Mediator Excellence (MPME) adopted Standards of Conduct for Mediators. There are also Standards of Conduct for Mediation, Arbitrators and Other ADR Practitioners that have been adopted by the Circuit Courts. Both of these standards are intended to perform three major functions: to serve as a guide for the conduct of ADR practitioners; to inform the participants involved in ADR processes; and to promote public confidence in ADR processes as a means for resolving disputes or addressing issues. The text of the MPME Standards can be found on pages 82-89 of this Guide. For a copy of the Circuit Court Standards, Contact the Maryland Judiciary's Mediation and Conflict Resolution Office at 410-841-2260, or download them online at: www.courts.state.md.us/macro/rules_standards.html.

For more information about mediation, mediators or anything else in this guide, please call MACRO at 410-841-2260, or visit MACRO online at www.marylandmacro.org.

WHAT IS MEDIATION ?

Mediation is a process in which a trained neutral, a mediator, helps people in a dispute communicate and understand each other, and if possible, to reach agreement.

MEDIATION IS VOLUNTARY

Mediation is a voluntary process. In all mediations, if the participants cannot come up with a solution that meets their needs, they cannot be forced to agree to anything. Agreements reached in mediation are only final when all of the participants are satisfied and willing to sign their names to the agreement. While a court may order parties to attend mediation, it cannot order them to reach an agreement. If the parties in court ordered mediation do not reach an agreement, they can still proceed with their case in court. Mediators may not be called to testify about any mediation communications, and mediators are expected to keep information confidential.

MEDIATION IS CONFIDENTIAL

Mediation is a confidential process, which means that anything discussed in mediation cannot be used in court. There are a few exceptions when it comes to child abuse, imminent threats of harm to a person, or allegations of duress or fraud. But any discussions, if all parties choose, even some agreements reached, can be kept confidential.

MEDIATION LETS YOU DECIDE

Mediation revolves around the principle of self-determination. That means that the participants with the dispute decide what solutions will work for them. The mediator does not act as a judge. The mediator remains neutral throughout the process and will not give legal advice or make decisions about the dispute.

WHAT IS THE COST OF MEDIATION ?

The cost of mediation varies depending on the program. In some court, government and community programs, the service will be free or based on a sliding fee scale. In other courts and in private mediations, the cost likely will be on an hourly basis and is typically divided by the participants.

WHAT IS THE DIFFERENCE BETWEEN ATTORNEYS AND MEDIATORS ?

In many instances a mediator may be an attorney, just not your attorney. Mediators and Attorneys have different roles.

Attorneys represent the interests of their clients and advise them on the best way to present their case. Attorneys may discuss what could happen in court.

Mediators do not represent either side of a dispute, even if the mediator is also an attorney. Mediators assist people in conflict to communicate with each other and resolve conflict. In mediation you may speak for yourself rather than having a lawyer speak for you.

OTHER BENEFITS OF MEDIATION

- **Mediation allows the participants** to search for a satisfactory settlement before expending unnecessary resources. One of the key advantages of mediation is that it is a collaborative, not adversarial, process. People in a conflict work together to find a solution, instead of spending their time and money fighting to win a victory by defeating their opponent.
- **Mediation often can** save the participants time and money.
- **Mediation** can reduce stress.
- **Mediation, which is a confidential** process, protects your privacy and helps avoid bad publicity.
- **Participants report** high rates of satisfaction because they are directly involved in creating solutions.
- **Agreements reached** in mediation are more likely to be followed because the participants helped create them, rather than having a decision imposed upon them.
- **Mediation encourages** the participants to explore creative options for resolution that may not be considered without going through the mediation process.
- **In some cases,** mediation helps repair personal and/or business relationships.
- **In mediation** you do not risk being a loser. It is a win/win process where all of the participants must be satisfied with any agreement reached.
- **Even if** the participants do not reach a full agreement, many report that they still benefit from going to mediation. They may reach a partial settlement of their dispute, streamline the issues in their dispute or at least have a better understanding of each other's issues and perspectives.
- **No rights are given up** by the participants. If mediation does not end a dispute, the participants still have all the other avenues for resolution available to them.

WHEN IS MEDIATION NOT APPROPRIATE?

Certain disputes, need to be heard by a court. If you are trying to create or change a law, have a public airing of a complaint, to address serious criminal matters, to set precedent or challenge a precedent established by a prior lawsuit, mediation is not appropriate.

Many people in the legal and mediation fields believe cases involving domestic violence issues are not appropriate for mediation. The mediation process presumes that, with the help of the mediator, the participants can negotiate without fear of retaliation, which may not be possible in relationships that have involved a history of domestic violence. As such, in the Maryland Rules of Procedure, Rule 9-205(b)(2) states that the court shall not order mediation in cases where physical or sexual abuse has been alleged in good faith.

STATEWIDE ADR RESOURCES

This section includes resources and programs that are available across the state of Maryland. Some of these services have centralized or regional offices, while others are available on a local basis.

MEDIATION AND CONFLICT RESOLUTION OFFICE (MACRO)

Rachel Wohl
Executive Director
900 Commerce Road
Annapolis, MD 21401

410-841-2260
Fax 410-841-2261
web site: www.marylandmacro.org

Lou Gieszl
Deputy Executive Director

410-841-2260
Fax 410-841-2261
e-mail: lou.gieszl@mdcourts.gov

MACRO is an agency of the Maryland Judiciary, created and chaired by the Honorable Robert M. Bell, Chief Judge of the Maryland Court of Appeals. MACRO serves as a dispute resolution resource for the state, supports innovative conflict resolution programs and promotes appropriate dispute resolution in every field. MACRO works collaboratively with stakeholders statewide to help establish, expand and evaluate conflict resolution services and education in courts, communities, schools, state and local government agencies, criminal and juvenile justice programs, family services programs and businesses; and to promote quality assurance in mediation throughout Maryland. MACRO also serves as an information clearinghouse for the public, increasing public awareness and providing information and assistance with regard to the use and benefits of mediation and other conflict resolution processes.

MARYLAND PROGRAM FOR MEDIATOR EXCELLENCE

MEDIATION OMBUDS PROGRAM

Cheryl Jamison
Quality Assistance Director

410-841-2260
Fax 410-841-2261
e-mail: cheryl.jamison@mdcourts.gov

The Mediation Ombuds Program provides a confidential place for consumers to discuss questions, concerns or conflicts they may have with a mediator or a mediation service they may have experienced.

WHAT DOES THE MEDIATION OMBUDS DO?

- The ombuds can answer questions about the mediation process.
- The ombuds provides an opportunity for informal discussion of concerns or conflicts a consumer may have with a mediator.
- The ombuds is neutral and does not advocate for any individual or point of view.
- The ombuds listens, discusses, answers questions, provides information, researches questions and helps the individual develop options for resolving problems or conflicts.
- No information provided to the ombuds will be discussed with anyone else without the individual's permission, unless there is a potential threat to safety and welfare.

WHO CAN USE THE MEDIATION OMBUDS?

Any consumer who has participated in a mediation or taken mediation training and has a question, concern or complaint can contact the Mediation Ombuds.

HOW DO I CONTACT THE MEDIATION OMBUDS?

You can contact the Mediation Ombuds by calling or writing to the Quality Assistance Director, above, who will take some basic information and forward that information to the appropriate Ombuds who will then contact you.

MARYLAND COURTS

DISTRICT COURT OF MARYLAND

If you have a case pending in the District Court of Maryland, you may be able to take advantage of their ADR programs to resolve your dispute before trial. Many District Court locations offer unique alternative dispute resolution programs for cases within the court, described below, and all programs are free to the participants. In **mediation** programs, the mediator helps the participants reach a mutually agreeable resolution without evaluating the facts for them. In **settlement conferences**, the facilitator may use an impartial evaluation to assist the participants with settling the case. In all District Court ADR programs, if a participant is represented by an attorney, the attorneys may attend the ADR session. Please see the **“County by County” listings** for information on the specific programs that are available in the District Court in your county. For more information about ADR in the District Court call 410-260-1676 or visit: www.mdcourts.gov/district/adr/home.html.

Civil Mediation Pretrial - Cases are sent to local community mediation center for mediation before the trial date. This program is free to the participants, and the times and locations of the mediations are set to be convenient for all participants.

Civil Mediation Day of Trial - A mediator meets with the participants at the courthouse on the day of trial. If the case is not resolved at mediation, the trial goes forward. This program is provided free to the participants.

Civil Settlement Conference Day of Trial - Volunteer facilitators meet with the participants at the courthouse on the day of trial. If the case is not resolved at the settlement conference, the trial goes forward. This program is provided free to the participants.

Civil Settlement Conference Pretrial - Retired judges meet with the participants at the courthouse before the day of trial. These are cases that are specially set because they may require more time for a trial. If the case is not resolved at the settlement conference, the case goes forward to the scheduled trial. This program is provided free to the participants.

Peace Order Mediation - Cases may be referred to the local community mediation center or to volunteer mediators prior to the second hearing, at the time of the second hearing, or after the second hearing. This program is provided free to the participants.

CIRCUIT COURTS

If you have a case pending in one of Maryland's 24 circuit courts, you may be able to use mediation or a settlement conference to settle your case prior to trial. Each of the circuit courts has a family mediation program for contested custody and visitation cases, as described below. Some of the courts also have mediation programs for marital property (divorce) issues, and for civil cases such as contract, personal injury (or negligence or torts), employment, environmental, workers' compensation and real property, just to name a few. Below are brief descriptions of these kinds of mediation programs. Please see the "**County by County**" listings for information on the specific programs that are available in the Circuit Court in your county.

CIVIL CASE MEDIATION

Civil Case Mediation - Many circuit courts offer mediation for their civil cases. Civil cases include contracts, personal injury (or negligence or torts), employment, environmental, workers' compensation and real property cases, just to name a few. In the circuit courts, this service is fee-based, and the costs are usually divided evenly among the parties to the case. Courts generally have a roster of qualified mediators and may assign one to a case. The parties and their attorneys may choose their own mediator if they can agree on one. Even if your case is not referred to mediation, either side may request mediation, either through the courts or by hiring a mediator outside the court process. Like the other types of mediation described on this page, in mediation the parties have a much greater say in resolving their case on their own terms.

FAMILY MEDIATION

Child Access - Every circuit court has a mediation program for cases that involve disagreements about custody and/or visitation. In some courts the program uses mediators hired and paid by the courts, while other programs use mediators on a court roster, and those mediators are paid by the parties in the case. In courts where the mediation is not free, for those who can't afford the mediation service, a form can be completed to get free mediation.

Marital Property - Some circuit courts offer mediation to try to resolve marital property issues. These issues might include alimony, what should be done with the marital home, division of retirement assets and other items of property that are jointly owned or were purchased during the marriage. Even in courts where there is not a marital property mediation program established, you or your attorney may request mediation from the court, or you may make your own arrangements to work with a private mediator of your choosing.

Child Welfare Mediation - Some courts have mediation programs to help families work with the county's social services agency to reunite children who have been removed from the home (Children in Need of Assistance, or **CINA**), or to help decide what kind of relationship might exist between children about to be adopted, their birth parents and adoptive parents. (Termination of Parental Rights, or **TPR**). Mediation can be a very effective process in these cases to help families work through conflicts that involve the intervention of governmental agencies. In the mediations, parent-child conflicts can be addressed, as can the relationships between adoptive parents, birth parents and agency professionals in drafting a plan for a child's future, after the adoption. In these cases, there are often two mediators, and as many as 8 to 12 participants in the mediation itself. Even if a case isn't referred to mediation by the court, a party or their attorney may request mediation.

SETTLEMENT CONFERENCES

Settlement Conferences are different than mediation in several ways. First, the litigants, or people who are suing or being sued, are going to be far less involved in the process than in mediation, unless they don't have attorneys. Usually their attorneys do most of the negotiating during a settlement conference. Another difference is that in a settlement conference, the parties may be placed in separate rooms from one another almost from the very beginning, while in mediation they will likely be in the same room more (but not necessarily all) of the time.

ORPHANS' COURTS

ESTATES AND TRUST CASE MEDIATION

Three of Maryland's Orphans' Courts, Baltimore City, Baltimore County and Montgomery County have initiated pilot mediation programs within their Orphans' Courts. In Maryland, Orphans' Courts take cases in which there is a dispute involving property left behind after a person dies. It may be family members arguing over who gets to keep an antique table or a family photo. It could be about a family home or farm. Often, these matters are ideal for mediation because they involve disputes among family members who will continue some form of relationship long after the dispute has been resolved. Mediation offers an opportunity to resolve the conflict while maintaining a family bond. Orphans' Courts are located inside the circuit court building in each county and Baltimore City, but they are not actually part of those circuit courts. There are two exceptions: in Montgomery and Harford Counties, the Orphans' Court is part of the circuit court.

COMMUNITY MEDIATION MARYLAND

Lorig Charkoudian
Executive Director
1517 Ritchie Highway, Suite L 7
Arnold, MD 21012

410-349-0020
Fax 410-349-0083
e-mail: mediate@marylandmediation.org
web site: www.marylandmediation.org

Community Mediation Maryland - is a non-profit association of Maryland's 18 community mediation centers. Community mediation helps people reach agreements, rebuild relationships, and find permanent solutions to their disputes.

COMMUNITY MEDIATION STRIVES TO:

1. **Train community members** - who reflect the community's diversity with regard to age, race, gender, ethnicity, income and education - to serve as volunteer mediators.
2. **Provide mediation services** at no cost or on a sliding scale.
3. **Hold mediation sessions** in the communities where the disputes occur.
4. **Schedule mediation sessions** at a time and place convenient to the participants.
5. **Encourage early use of mediation** to prevent violence or to reduce the need for court intervention, as well as providing mediation at any stage in a dispute.
6. **Mediate community-based disputes** that come from referral sources including self-referrals, police, courts, community organizations, civic groups, religious institutions, government agencies and others.
7. **Educate community members** about conflict resolution and mediation.
8. **Maintain high quality mediators** by providing intensive skills-based training, apprenticeships, continuing education and ongoing evaluation of volunteer mediators.
9. **Work with the community** in governing community mediation programs in a manner that is based on collaborative problem solving among staff, volunteers and community members.
10. **Provide mediation, education,** and potentially other conflict resolution processes to community members who reflect the community's diversity with regard to age, race, gender, ethnicity, income, education and geographic location.

DISPUTES APPROPRIATE FOR COMMUNITY MEDIATION INCLUDE, BUT ARE NOT LIMITED TO:

- **Inter-personal disputes** - including assaults, harassment, love triangles, and friendships turned sour
- **Neighborhood disputes** - such as noise, property, animals, lifestyle differences, parking and neighborhood association conflicts
- **Family disputes** - such as parent-teen conflicts, custody and sibling disputes
- **Landlord - tenant** disputes
- **Business disputes** - including disputes between small businesses and residents

To initiate mediation, contact the community mediation center in your area by going to the **county by county listings** in this Guide. Staff there will listen to you, and if appropriate, will contact other people involved in the dispute in hopes of setting up a mediation session. The mediation will be set up at your convenience and mediators will be assigned to your case by center staff. Mediation is a voluntary process which begins with a written agreement to mediate signed by all participants.

BUSINESS & CONSUMER DISPUTES

ATTORNEY GENERAL'S OFFICE, CONSUMER PROTECTION DIVISION

Consumer Protection Division
Office of the Attorney General
200 St. Paul Place
Baltimore, MD 21202

Complaint hotline: 410-528-8662
(toll-free): 1-888-743-0023
e-mail: consumer@oag.state.md.us
web site: www.oag.state.md.us/consumer/index.htm

The Mediation Unit of the Consumer Protection Division of the Attorney General's Office handles complaints against businesses. Complaints are handled by volunteer mediators, over the telephone, in the order in which they are received by the office. The mediators call businesses and consumers to help resolve conflicts. This is a free service.

If the mediation efforts aren't successful, the Division offers a free binding arbitration service designed to cut red tape and resolve disputes quickly.

If you are having a billing dispute with hospitals, doctors, insurance companies and other health care providers, contact the Attorney General's Health Education and Advocacy Unit.

The Attorney General's Consumer Protection Division has four offices statewide, and two regional telephone hotlines.

Consumer Mediation Unit hotline hours are	8:30 a.m. to 4:30 p.m., Monday - Friday
Medical billing complaints hotline	410-528-1840
Health plan decision appeals hotline	1-877-261-8807

Eastern Shore Office 201 Baptist Street, Suite 30 Salisbury, MD 21801 410-713-3620 8:30 a.m. to 4:30 p.m., Monday - Friday	Frederick Telephone Assistance 44 N. Potomac St., Suite 104 Hagerstown, MD 21740 301-600-1071 9:00 a.m. to 1:00 p.m. 2 nd and 4 th Thursday of the month
Southern Maryland Office 15045 Burnt Store Road P.O. Box 745 Hughesville, MD 20637 301-274-4620 or toll-free 1-866-366-8343 9:30 a.m. to 2:30 p.m., Tuesdays	Western Maryland Office 44 N. Potomac St., Suite 104 Hagerstown, MD 21740 301-791-4780 8:30 a.m. to 5:00 p.m., Monday - Friday
Cumberland Telephone Assistance 57 n. Liberty St., P.O. Box 1702 Cumberland, MD 21502 301-722-2000 9:00 a.m. to 12:00 p.m. 3 rd Tuesday of the month	

BETTER BUSINESS BUREAU

Barbara G. Enders
Director, Dispute Resolution and Trade Practices
Better Business Bureau of Greater MD, Inc.
1414 Key Highway, Suite 100
Baltimore, MD 21230

410-347-3990 ext.3007
Fax 410-347-3936
e-mail: benders@bbbmd.org
web site: www.bbbmd.org

The Better Business Bureau of Greater Maryland offers free or low cost mediation, arbitration and customer dispute resolution programs for consumer-to-business and business-to-business disputes. Information about the programs offered and the rules that apply may be accessed on-line at www.bbb.org click on “Dispute Resolution.” Information about BBB Mediator and Arbitrator training can also be accessed at that same web site, click on “Dispute Resolution” then “Training.”

DISCRIMINATION & WORKPLACE DISPUTES

MARYLAND COMMISSION ON HUMAN RELATIONS

Tara Taylor Mediation Program Director
Main Office, Baltimore
William Donald Schaefer Building
6 Saint Paul Street Suite 900
Baltimore, MD 21202

410-767-6459
1-800-637-6247
Fax 410-333-1841
email: ttaylor@mail.mchr.state.md.us
web site: www.mchr.state.md.us

The Maryland Commission on Human Relations provides mediation services for discrimination disputes in the following areas: employment, housing, public accommodations, state services, institutional health care and businesses licensed by the Department of Labor, Licensing and Regulation.

The mediation services are provided free of charge.

For information on training or how to become a volunteer mediator, contact the Mediation Program Director.

Eastern Shore Office: Salisbury District Court Multi-Purpose Center 201 Baptist Street, Suite 33 Salisbury, Maryland 21801 410-713-3611 Fax 410-713-3614	Western Maryland Office: Elizabeth Hagar Center 44 N. Potomac Street, Suite 103 Hagerstown, Maryland 21740 301-797-8521 Fax 301-791-3060
Southern Maryland Office: Joseph D. Carter Center 23110 Leonard Hall Dr. P.O. Box 653 Leonardtown, Maryland 20650 301-880-2740 Fax 301-880-2741	

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, FEDERAL

Marie Sciscione
ADR Coordinator
City Crescent Building
10 South Howard Street, 3rd Floor
Baltimore, Maryland 21201

410-209-2751
Fax 410-962-3706
e-mail: marie.sciscione@eeoc.gov
web site: www.eeoc.gov

The U. S. Equal Employment Opportunity Commission's Field office provides mediation, free of charge, for employment discrimination disputes in which a complaint has been filed with the EEOC or a FEPA agency under Title VII of the Civil Rights Act of 1964, as amended, the Age Discrimination in Employment Act, the Americans with Disabilities Act of 1990 and the Equal Pay Act of 1963, as amended. If no agreement is reached, the investigative process continues. Agreements reached in mediation are considered binding contracts.

STATE AGENCY DISPUTES

STATE GOVERNMENT WORKPLACE MEDIATION PROGRAMS

Several state government agencies have workplace mediation programs, including the Maryland Department of Budget and Management, the Maryland Department of Natural Resources, the Maryland Department of Labor, Licensing and Regulation, the Maryland Department of Human Resources and the Maryland Department of Transportation. Any state employees who have workplace conflicts, whether within the above agencies or not, may contact MACRO at 410-841-2260 for more information about mediating their disputes through one of these programs.

OFFICE OF ADMINISTRATIVE HEARINGS (OAH)

Laurie Bennett
Quality Assurance Department
Administrative Law Building
11101 Gilroy Road
Hunt Valley, MD 21031

410-229-4210 or 1-800-388-8805
Fax 410-229-4111
e-mail: lbennett@oah.state.md.us
web site: www.oah.state.md.us

The Office of Administrative Hearings (OAH) was authorized by legislation in 1989 to handle the increasing volume and complexity of administrative hearings involving state agencies. The mission of the OAH is to provide flexible due process for any person affected by the action or proposed action of state agencies. Flexible due process means that each person has a fair opportunity to be heard and the complexity of the hearing varies according to the nature of the case. Cases are heard throughout the state.

The OAH has created greater efficiency in the hearing process by offering mediation to resolve some cases. If you have a case pending with the Office of Administrative Hearings (OAH) and would like to consider using mediation you can contact Laurie Bennett for more information.

REAL ESTATE DISPUTES

MARYLAND ASSOCIATION OF REALTORS®, INC. MEDIATION PROGRAM

Ombudsman & Mediation Services (OM Services)
Attn: Lisa S. Cameron, Program Administrator
960 W. Pulaski Highway / P.O. Box 686
Elkton, Maryland 21922-0686

24 Hour Return Call Service: 1-800-291-9542
Office 410-398-5091
Fax 410-398-2220
e-mail: mdrealtors@mediate.com
website: www.mediate.com/mdrealtors

Although the majority of real estate transactions close without incident, there is a possibility that a problem or dispute could occur. When that happens, it is usually successfully resolved by the parties through normal communication and negotiation. In the past, when negotiations failed, parties took their case to court. Today, they are taking their disputes to mediation.

Mediation can be used by any of the parties to a real estate transaction ... sellers, buyers, brokers, builders, home inspectors, etc. Any party can request mediation by contacting the mediation service provider and simply returning the written request form(s) provided to them. The mediation service provider arranges, schedules and conducts the mediation conference. Generally the conference is held within 60 days of the date on which the mediation service provider receives a request to initiate mediation. Usually it is scheduled within 30 days. The typical conference lasts between two and four hours. To request a mediation packet and/or for information, please contact the MAR Mediation Service Provider, OM Services.

To learn about other dispute resolution opportunities for real estate disputes, view the Maryland Association of REALTORS®, Inc website at: http://www.mdrealtor.org/mar_dispute/index.asp.

THERE ARE SEVERAL WAYS TO FIND A MEDIATOR

Check the Web. Private mediators are available around the state. You can search online the People's Law Library of Maryland web site at www.peoples-law.info. There you will find information on mediation and a web-based directory of mediators spanning the entire state, and covering all types of subjects appropriate for mediation. The Peoples Law Library is a project of the Maryland Legal Service Corporation, and it provides legal information on its website, which is supported by Maryland's 28 non-profit legal services providers, in partnership with the courts.

You can also check online with the following:

Association for Conflict Resolution, Maryland Chapter - www.mediate.com/marylandacr

Maryland Council for Dispute Resolution - www.mcdr.org

Maryland State Bar Association, ADR Section - www.msba.org

Let your fingers do the walking. Check your local telephone directory's yellow pages under "Mediation."

Connect with the Court Programs listed in this guide. Most of the local Circuit Courts in Maryland have approved mediator lists for cases which the court may choose to refer to mediation. You may go to the Clerk's Office of the nearest Circuit Court and ask to review the list and the application materials of the approved mediators for that court. From the application forms, you can ascertain the training, background and level of experience of each of those mediators.

HOW TO INTERVIEW AND CHOOSE A QUALIFIED MEDIATOR

Mediation can help you resolve conflicts and can be custom designed to serve all participants' needs. And, while mediation is very useful to help you resolve your disputes, not all mediators are the same. Regardless of the mediator or mediation program you use, you may wish to interview the mediator first, by telephone, and ask several questions.

DO YOU PARTICIPATE IN THE MARYLAND PROGRAM FOR MEDIATOR EXCELLENCE (MPME)?

Maryland mediators may voluntarily join the Maryland Program for Mediator Excellence, which is a program designed to provide mediators of all levels of experience and all backgrounds with resources to improve their mediation skills. Mediators who have chosen to participate show a commitment to continue to improve their skills to the benefit of their clients. Some mediation programs may require their mediators to participate.

DO YOU SPECIALIZE IN MEDIATING ANY PARTICULAR SUBJECT MATTER?

Some mediators often specialize in particular kinds of disputes. There are some mediators, for example, who primarily mediate divorce cases or child custody disputes. Others, particularly those at community mediation centers, have extensive experience in mediating neighbor to neighbor issues. There are mediators who focus on business issues, such as contract disputes, and others who have a particular interest in environmental mediation, for example. You may want to ask the mediator about his/her experience mediating cases like yours.

WHAT KIND(S) OF TRAINING HAVE YOU HAD, AND WHEN WAS IT?

Most mediators have taken at least 40 hours of basic mediation training. Some have taken more than that and others will have taken additional training in advanced techniques or concentrated subject areas. You may want to ask the mediator if he/she has taken any specialized training that fits the type of dispute in which you are involved.

Please note: In Maryland, there is no statewide certification or licensing for mediators, nor is there a test to take or any required course work. Although some mediators may be certified by a statewide membership organization, the State has no certification program of its own.

WHAT KIND AND HOW MUCH MEDIATION EXPERIENCE DO YOU HAVE? HOW MANY CASES HAVE YOU MEDIATED?

Asking about a mediator's experience may also help you determine if you are hiring a skilled mediator. You may want to ask the mediator how many mediations he/she has mediated, the kinds of cases they were, and the average length of those mediations. You can also ask if the mediator or mediation program has handled similar disputes to yours, and if so, what were the results?

OTHER THAN AS A MEDIATOR, TELL ME ABOUT YOUR BACKGROUND AND AREAS OF EXPERTISE

Mediators may have very diverse backgrounds, and having a certain background does not guarantee a skilled mediator. Some may have backgrounds as attorneys, social workers, teachers, mental health professionals. Others may not have a specific professional background. You might choose a mediator because they have a specific background, or because they do NOT have a specific background.

WHAT IS YOUR APPROACH TO MEDIATION OR MEDIATION PHILOSOPHY?

You can ask a mediator about his/her approach to mediation, or their mediation style. Some mediators let the participants guide the process, while others guide the participants through a process. Some mediators help the participants generate all of the options, others may suggest options. You can also ask if he/she belongs to any professional organizations and what, if any, standards of practice they adhere to in their practice or program. You should feel comfortable with the approach your mediator uses.

CAN YOU GIVE ME ANY REFERENCES?

You may want to ask for references - past clients who have used their services. Because mediation is a confidential process, some mediators simply may not be able to provide you with references. Others may have mediation clients who have agreed to serve as references.

ALLEGANY COUNTY

CIRCUIT COURT

CIVIL (NON-FAMILY) MEDIATION PROGRAMS

Anne M. SanGiovanni
Civil (non-family) Mediation Coordinator
30 Washington Street
Cumberland, MD 21502

301-777-5925
Fax 301-777-2055
e-mail: anne.sangiovanni@mdcourts.gov

Civil (non-family) Mediation - The court keeps a list of approved mediators and cases are referred to one of those mediators, unless the parties can agree on a mediator of their choosing. All civil (non-family) matters are automatically referred to mediation. The cost is \$150.00 per hour with a maximum of two hours, unless additional time is agreed upon by the parties. The participants divide the cost and pay the mediator directly.

FAMILY MEDIATION PROGRAMS

Linda A. Pecoraro
Family Support Services Coordinator
30 Washington Street
Cumberland, MD 21502

301-777-2102
Fax 301-777-2055
e-mail: linda.pecoraro@court.state.md.us

Custody/Visitation Mediation - Most cases involving custody and/or visitation issues are ordered to mediation. The court keeps a list of approved mediators and cases are referred to one of those mediators. The cost is \$80 per hour split between the participants, but a waiver program is available.

Marital Property (Divorce) Mediation - Parties may request marital property mediation or they may be referred by the court. The cost is \$80 per hour split between the participants.

CINA - CINA Mediation is available upon request.

COMMUNITY MEDIATION

Darrell Lee Powell
Director
Allegany Conflict Resolution Center, Inc.
City of Cumberland
13 Canal Street, Suite 304
Cumberland, MD 21502

301-759-6659
Fax is the same as Phone
e-mail: (1) fairhousingspecialist@allconet.org
e-mail: (2) allegany@marylandmediation.org

The Allegany Conflict Resolution Center (ACRC) offers free mediation services for a wide variety of interpersonal conflicts and neighborhood-based disputes. ACRC's mission is to educate members of the Allegany County community about conflict resolution, to train community members in mediation and other alternate dispute resolution techniques and to assist community members in their efforts to resolve conflicts and improve relationships.

DISTRICT COURT

There currently is no ADR program in the District Court in Allegany County.
For information on your case, please contact:

District Court ADR Office
251 Rowe Blvd., Suite 307
Annapolis, MD 21401

410-260-1676
Fax 410-260-3536
e-mail: adroffice@mdcourts.gov
web site: www.mdcourts.gov/district/adr/home.html

ANNE ARUNDEL COUNTY

CIRCUIT COURT

CIVIL SETTLEMENT CONFERENCE PROGRAM

Tim Sheridan
Civil Case Administrator
P. O. Box 2395
Annapolis, MD 21404-2395

410-222-1215
Fax 410-263-5750
e-mail: ctsher00@aacounty.org

Settlement Conference Program - The Circuit Court for Anne Arundel County uses volunteer attorneys on scheduling conference days to assist the Judges, Masters and litigants. The volunteer attorneys meet with litigants at the direction of the Judge or Master to attempt to resolve issues such as custody, visitation and child support, whether on a temporary or final basis. Mediation skills are used at the direction of the Judge or Master.

FAMILY MEDIATION PROGRAMS

Jennifer Cassel
Family Law Administrator
P. O. Box 2395
Annapolis, MD 21404-2395

410-222-1448
Fax 410-222-1584
e-mail: ctcass00@aacounty.org

Holly Hutchins
Family Support Services Coordinator
P. O. Box 2395
Annapolis, MD 21404-2395

410-222-1210
Fax 410-222-1584
e-mail: cthutc00@aacounty.org

Child Access (Custody/Visitation) Mediation - Most cases involving custody and/or visitation issues are ordered to mediation. The cases are referred to court-approved mediators. Participants attend at least two, 2 hour sessions. Each participant pays \$150 per 2-hour session. Fee waiver is available.

Marital Property (Divorce) Mediation - Referred to court approved mediators. Participants attend at least one, 2 hour session. Each participant pays \$150 per 2-hour session. Fee waiver is available.

Emergency Facilitation - This program provides emergency intervention for participants in crisis; results are reported to Court the same day. This service is available only at the discretion of a Judge or Master, and not upon request of a party to a case.

Settlement Conference Program - The Circuit Court for Anne Arundel County uses volunteer attorneys on scheduling conference days to assist the Judges, Masters and litigants. The volunteer attorneys meet with litigants at the direction of the Judge or Master to attempt to resolve issues such as custody, visitation and child support, whether on a temporary or final basis.

CINA/TPR Mediation in Juvenile Cases - The Circuit Court for Anne Arundel County now offers CINA/ TPR Mediation. Either counsel or the Court may request that a case be mediated. There is no fee to the litigants.

COMMUNITY CONFERENCING CENTER

Linda Rowan Deming
Program Director
Anne Arundel Conflict Resolution Center
2666 Riva Road, Suite 130
Annapolis, MD 21401

410-266-9033
Fax 410-573-5391
e-mail: lindademing@toadmail.com
web site: www.communityconferencing.org

Community Conferencing is a highly participatory process conducted by a trained, neutral facilitator, that allows everyone affected by a crime or conflict to resolve the situation themselves. The Community Conferencing Center provides Community Conferencing in a variety of sectors, including criminal justice (court diversion for misdemeanors and some felonies, serious crimes dialogue), education (alternative to student suspension and arrest), neighborhoods (ongoing, intractable conflicts), human services (wraparound case planning), organizations, planning issues, and re-entry from prison. Community Conferences provide opportunities for healing and learning, and result in agreements reached by the participants.

COMMUNITY MEDIATION

Linda Rowan Deming
Executive Director
Anne Arundel Conflict Resolution Center
2666 Riva Road, Suite 130
Annapolis, MD 21401

410-266-9033
Fax 410-573-5391
e-mail: lindademing@toadmail.com
web site: www.aacrc-md.us

Offers low-cost or free mediation services on a sliding scale for a wide variety of inter-personal conflicts and neighborhood-based disputes. Recruits and trains volunteers from the community who serve as mediators and represent the diversity of the neighborhoods they serve. Conducts outreach to help raise awareness of mediation and its uses at the community level. Also offers parenting plan mediation for parents who do not live together, and offers parent-teen mediation services using adult and teenage co-mediators.

DISTRICT COURT

District Court ADR Office
251 Rowe Blvd., Suite 307
Annapolis, MD 21401

410-260-1676
Fax 410-260-3536
e-mail: adroffice@mdcourts.gov
web site: www.mdcourts.gov/district/adr/home.html

Civil Mediation Pretrial - Cases are sent to the local community mediation center for mediation before the trial date. This program is provided at no cost to the participants.

Civil Mediation Day of Trial - Volunteer mediators meet with the participants at the courthouse on the day of trial. Participants do not waive their right to trial. If the case is not resolved at mediation, the trial goes forward. The program operates at both the Annapolis and Glen Burnie courthouses. This program is provided at no cost to the participants.

Peace Order Mediation - Cases may be referred to the local community mediation center or to volunteer mediators prior to the final hearing, or at the time of the final hearing. The program operates at both the Annapolis and Glen Burnie courthouses. This program is provided at no cost to the participants.

STATE'S ATTORNEY'S OFFICE MEDIATION

Jean Whyte
Director/Mediation Center
Office of the States Attorney
251 Rowe Blvd., Suite 332
Annapolis, MD 21401

410-260-1870 or 410-222-6085 x3206
Fax 410-260-1343
e mail: sawhyt33@aacounty.org
web site: www.statesattorney-annearundel.com/mediation.htm

This mediation program is a free service provided by the State's Attorney's Office of Anne Arundel County for misdemeanor cases it deems appropriate, such as: Some minor criminal charges, trespass, telephone abuse, malicious destruction of property, certain types of assault, etc., before trial. Also intra-family disputes in which current or former spouses, boy/girlfriends, siblings, parents, or extended family members are involved in domestic difficulties, and incidents arising out of a multitude of neighbor vs. neighbor disputes prior to criminal charges being filed.

BALTIMORE CITY

CIRCUIT COURT

CIVIL (NON-FAMILY) MEDIATION PROGRAM

Linda L. Shields
ADR Coordinator
Circuit Court for Baltimore City
111 N. Calvert Street, Room 401 E
Baltimore, MD 21202

410-396-7374
Fax 410-333-1383
e-mail: linda.shields@mdcourts.gov
web site: www.baltocts.state.md.us/civil/adr.htm

Civil (non-family) Mediation Program - The court keeps a list of approved mediators and cases may be referred to one of those mediators. Or, if they can agree, participants may choose their own mediator. The program includes the following categories of cases: Business/commercial, contracts, workers compensation, employment, environmental and insurance. Mediators in the program may charge a fee of \$200 per hour per case. The court only orders two hours of mediation, although the participants may agree to more.

Medical and Professional Malpractice cases are also included in this program. Mediators who are assigned by the court to mediate the **Medical Malpractice** cases are chosen from an approved list. Those mediators will charge \$250 per hour shared equally between the parties. If both parties agree, they may choose a mediator (from the same approved list) and pay the agreed upon fee which may be different from the assigned mediator fee. **Professional Malpractice** mediator fees must be determined by the mediator and agreed upon by the parties.

FAMILY MEDIATION PROGRAMS

T. Sue German, Esq.
Assoc. Administrator, Family
Circuit Court for Baltimore City
111 North Calvert Street, Room 108
Baltimore, MD 21202

410-396-3648
Fax 410-545-6131
e-mail: sue.german@courts.state.md.us

Primarily child access (custody and/or visitation), though property mediation is available through private referrals. All contested cases involving children are assessed for referral to one of two child access mediation programs. In the absence of domestic violence, child abuse allegations and/or substance abuse allegations, and if it appears that the parties can afford to pay for mediation, the parties are ordered to attend mediation at Sheppard Pratt.

The cost is \$50 per hour per party. If the parties cannot pay for mediation, they may be offered the alternative of attending free mediation at the courthouse directly after their Scheduling Conference. Both programs employ a co-mediator, mixed gender model, and are provided under contract by Sheppard Pratt Community Education Programs.

Settlement Conference - Members of the Bar with demonstrated experience and interest in family law volunteer to meet with parties and their attorneys (if applicable) and attempt to arrive at a settlement or to narrow the issues which require a court determination. The conferences are scheduled approximately one month prior to the date for trial on the merits. They are held two days per week, at one hour intervals for a total of three per day or six per week.

TERMINATION OF PARENTAL RIGHTS (TPR) MEDIATION PROGRAM

Kim R. Bivens
ADR Coordinator
Circuit Court for Baltimore City - Juvenile Division
300 N. Gay St., Room A3113
Baltimore, MD 21202

443-263-3901
Fax: 443-263-2787
e-mail: kim.bivens@courts.state.md.us

Child Centered Permanency Mediation Project - CINA/TPR mediation between birth parents and potential foster or adoptive parents is provided at no cost prior to the termination of parental rights hearing.

COMMUNITY CONFERENCING CENTER

Lauren Abramson
Executive Director
2300 N. Charles Street, 2nd Floor
Baltimore, MD 21218

410-889-7400
Fax 410-889-0944
email: info@communityconferencing.org
web site: www.communityconferencing.org

Community Conferencing is a highly participatory process conducted by a trained, neutral facilitator, that allows everyone affected by a crime or conflict to resolve the situation themselves. The Community Conferencing Center provides Community Conferencing in a variety of sectors, including criminal justice (court diversion for misdemeanors and some felonies, serious crimes dialogue), education (alternative to student suspension and arrest), neighborhoods (ongoing, intractable conflicts), human services (wraparound case planning), organizations, planning issues, and re-entry from prison. Community Conferences provide opportunities for healing and learning, and result in agreements reached by the participants.

Community Conferencing has been shown to reduce juvenile offender recidivism by 60%, and is consistently effective in helping groups in serious conflict move forward in productive and collaborative ways. The Community Conferencing Center also provides Community Conferencing training and technical assistance throughout Maryland, nationally and internationally.

COMMUNITY MEDIATION

Caroline Harmon
Executive Director
Community Mediation Program
3333 Greenmount Ave.
Baltimore, MD 21218

410-467-9165
Fax 410-467-9155
email: info@communitymediation.org
web site: www.communitymediation.org/topics.html

The Community Mediation Program (CMP) offers free mediation services for a wide variety of inter-personal conflicts and neighborhood-based disputes. CMP recruits and trains volunteers from the community who serve as mediators and represent the diversity of the neighborhoods they serve. The program conducts outreach to help raise awareness of mediation and its uses at the community level. CMP also offers parenting plan mediation for parents who do not live together, and offers parent-teen mediation services using adult and teenage co-mediators.

STATE'S ATTORNEY'S MEDIATION PROGRAM

State's Attorney's Mediation - Cases which are deemed appropriate by the court, such as non-violent misdemeanors, are referred by the State's Attorney's office to Community Mediation Program (CMP) See the listing above.

DISTRICT COURT

District Court ADR Office
251 Rowe Blvd., Suite 307
Annapolis, MD 21401

410-260-1676
Fax 410-260-3536
e-mail: adroffice@mdcourts.gov
web site: www.mdcourts.gov/district/adr/home.html

Civil Mediation Pre-trial - Cases are sent to the Community Mediation Program (see above) or to the University of Maryland School of Law Mediation Clinic for mediation before the trial date. This program is provided at no cost to the participants.

Civil Mediation Day of Trial - Volunteer mediators meet with the participants at the courthouse on the day of trial. Participants do not waive their right to trial. If the case is not resolved at mediation, the trial goes forward. The program operates at the Gay & Fayette Street courthouse. This program is provided at no cost to the participants.

Peace Order Mediation - Cases may be referred to the Community Mediation Program prior to the final hearing or at the time of the final hearing. This program is provided at no cost to the participants.

ORPHANS' COURT

Chief Judge Joyce Baylor-Thompson
111 N. Calvert Street
Courthouse East, Room 311
Baltimore, MD 21202

410-396-5034
Fax 410-545-3487

Orphans' Court for Baltimore City utilizes mediation to promote the goals of preserving family relationships, decreasing litigation costs, increasing the efficiency of our docket, maximizing the inheritance available for distribution to the decedent's heirs, and expediting the time for distribution of the inheritance to the heirs.

Orphans' Court can order mediation and will assign a mediator from a list of qualified mediators. The mediator will bring the parties together, including their attorney's if they are involved. The parties can also choose a mediator who is not on the list as long as both sides agree. The court appointed mediator charges a fee of \$300 for a two hour session and it is split between the parties. The parties can agree to further sessions with the mediator and can pay the mediator directly the agreed upon amount. There is a fee waiver form available for qualified participants.

UNIVERSITY OF BALTIMORE, SCHOOL OF LAW

FAMILY MEDIATION CLINIC

Prof. Jane Murphy
Co-Director, Family Mediation Clinic
5 West Chase Street
Baltimore, MD 21201

410-837-5657
Fax 410-837-5737
e-mail: jmurphy@ubalt.edu

The Family Mediation Clinic at the University of Baltimore provides free mediators and limited representation for parties mediating child access (custody and visitation) disputes. For further information please call the Family Mediation Clinic at 410-837-5752 or write to the e-mail address above.

UNIVERSITY OF MARYLAND, SCHOOL OF LAW

CENTER FOR DISPUTE RESOLUTION (C-DRUM)

Toby Treem Guerin
Deputy Director
500 W. Baltimore Street
Baltimore, MD 21201

410-706-3295
Fax 410-706-4270
e-mail: cdrum@law.umaryland.edu
web site: www.cdrum.org

C-DRUM works collaboratively with individuals and groups, as well as public and private institutions, to promote, enhance and teach conflict resolution skills; research and develop conflict resolution systems; and change the way conflicts are resolved throughout the state and beyond. C-DRUM trained mediators provide mediation for a wide variety of disputes including court related issues, community problems and workplace disputes, among others. Mediations are scheduled at a time and location convenient to the participants. In addition to providing basic mediation services, C-DRUM staff conduct advanced mediation and communication skills training.

Fees for mediation services may vary and free services are available for those who qualify. More information on C-DRUM services can be found on the web site listed above.

BALTIMORE COUNTY

CIRCUIT COURT

CIVIL (NON-FAMILY) MEDIATION PROGRAM

Joy Keller
Differentiated Case Management / ADR Coordinator
Circuit Court for Baltimore County
401 Bosley Avenue, Room 515
Towson, MD. 21204

410-887-3233
Fax 410-887-3234
e-mail: jkeller@baltimorecountymd.gov
web site: www.co.ba.md.us/agencies/circuit/mediation

Civil (non-family) Mediation Program - The court keeps a list of approved mediators; cases may be referred to one of those mediators or the participants may choose their own mediator. The court currently refers most contract, workers' compensation cases, and personal injury cases (excluding motor torts unless by request) to mediation. At least one plaintiff and one defendant in the case must be represented by an attorney for the case to be referred to mediation. The cost of the mediation program is \$200 per hour, which is divided by the participants. The court has set a maximum of two (2) hours for a mediation conference, unless all participants agree to a longer period of time.

Mediation in a Medical Malpractice case is \$250 per hour for a two hour session.

FAMILY MEDIATION PROGRAMS

Wendy Sawyer
Director - Office of Family Mediation
Circuit Court for Baltimore County
401 Bosley Avenue, Room 515
Towson, MD 21204

410-887-6570
Fax 410-887-3288
e-mail: wlswaye@baltimorecountymd.gov
web site: www.baltimorecountymd.gov

The Office of Family Mediation conducts mediation filed in the Circuit Court for Baltimore County. Mediators are full-time, on staff employees of the Court and the services are offered free to parties with cases in the Court.

The Office of Family mediation also provides mediation for CINA (Child in Need of Assistance) and TPR (Termination of Parental Rights) cases, using specially trained on staff mediators. Mediation may involve birth parents, adoptive/foster parents, attorneys, social workers, court appointed special advocate and children. This service is provided free to parties with cases in the Court.

In addition, contested adult guardianship cases filed in this Court are also referred to mediation. Mediation takes place prior to trial, in an effort to resolve the issues regarding whether a guardianship is necessary, and if so, who will be the guardian of the person and/or the property of the disabled adult. Family members typically attend mediation. This service is free to participants.

MASTERS SETTLEMENT / SCHEDULING CONFERENCES

Circuit Court for Baltimore County
County Courts Bld. Grand Jury Room, 1st Floor
401 Bosley Avenue
Towson, MD 21204

410-887-2509

Settlement Conferences - The Conference will help parties and the court to identify the issues that are being contested. Parties and their counsel should be prepared to discuss any and all such disputes including: custody of and visitation with children, child support payments, alimony, health insurance, who is to live in the family home and who can use the family personal property. This Conference is not a hearing. No rulings will be made by the Master conducting the Conference. If mutual agreement is reached a Consent Order may be prepared, signed and filed with the Court. If agreement is not reached, then Court staff will schedule a future hearing(s) and provide parties and counsel with a Scheduling Order that contains all future hearing dates and scheduling deadlines.

COMMUNITY CONFERENCING CENTER

Janet Bayer & Jennifer Robinson
Coordinators
Community Conferencing Project for Baltimore County
6401 York Rd., 3rd Floor
Baltimore, MD 21212

410-887-3761
Fax 410-887-4859
e-mail: jbayer@baltimorecountymd.gov
e-mail: jerobinson@baltimorecountymd.gov
web site: www.communityconferencing.org

Community Conferencing is a highly participatory process conducted by a trained, neutral facilitator, that allows everyone affected by a crime or conflict to resolve the situation themselves. The Community Conferencing Center provides Community Conferencing in a variety of sectors, including criminal justice (court diversion for misdemeanors and some felonies, serious crimes dialogue), education (alternative to student suspension and arrest), neighborhoods (ongoing, intractable conflicts), human services (wraparound case planning), organizations, planning issues, and re-entry from prison. Community Conferences provide opportunities for healing and learning, and result in agreements reached by the participants.

COMMUNITY MEDIATION

MEDIATION & DISPUTE RESOLUTION CENTER

Kim B. Patton
Executive Director
Mediation and Dispute Resolution Center of Baltimore County
2926 Lakebrook Circle
Baltimore, MD 21227

410-242-0388
Fax 410-242-0389
e-mail: mdrcbc@msn.com
website: www.mediateinbaltimorecounty.org

The Mediation and Dispute Resolution Center of Baltimore County (MDRC) offers free mediation services for a wide variety of conflicts and disputes. MDRC actively recruits and trains volunteers on an on-going basis to serve as mediators. The training is held annually and is offered free of charge. The program also conducts outreach activities and workshops to help raise awareness of mediation and promote its use.

POLICE SPONSORED MEDIATION PROGRAM

Linda Mary
Baltimore County Mediation Program
700 E. Joppa Road
Towson, MD 21286

410-887-5871
Fax 410-887-5955
e-mail: bcopdmp@yahoo.com

The Baltimore County Mediation Program (BCMP) offers free mediation services for a wide variety of inter-personal conflicts and neighborhood-based disputes. These include disagreements among neighbors, disputes over property, animal complaints, boundaries, noise complaints and civil disputes, and conflicts referred by criminal justice and social service agencies. Felony offenses and spousal abuse cases are excluded. BCMP provides direct service using volunteer mediators.

DISTRICT COURT

District Court ADR Office
251 Rowe Blvd., Suite 307
Annapolis, MD 21401

410-260-1676
Fax 410-260-3536
e-mail: adroffice@mdcourts.gov
web site: www.mdcourts.gov/district/adr/home.html

Civil Mediation Pretrial Specially Set - Cases are sent to mediators at the Office of Administrative Hearings for mediation before the trial date. If the case is not resolved at pretrial mediation, the trial goes forward at a later date. This program is provided at no cost to the participants.

Civil Mediation Pretrial - Cases are sent to the local community mediation center for mediation before the trial date. This program is provided at no cost to the participants.

Civil Mediation Day of Trial - Volunteer mediators meet with the participants at the courthouse on the day of trial. Participants do not waive their right to trial. If the case is not resolved at mediation, the trial goes forward. The program operates in Catonsville and Towson. This program is provided at no cost to the participants.

ORPHANS' COURT

Juliette Fisher, Esq.
Orphans' Court for Baltimore County
401 Bosley Avenue, Suite 501
Towson, MD 21204

410-887-6516
e-mail:orphanscourt@baltimorecountymd.gov

The Orphans' Court for Baltimore County utilizes mediation to promote the goals of preserving family relationships, decreasing litigation costs, increasing the efficiency of our docket, maximizing the inheritance available for distribution to the decedent's heirs, and expediting the time for distribution of the inheritance to the heirs. The Court can order mediation and will assign a mediator from a list of qualified mediators. The mediator will bring the parties together, including their attorney's if they are involved. The parties can also choose a mediator who is not on the list as long as both sides agree. The court appointed mediator charges a fee of \$300 for a two hour session and it is split between the parties. The parties can agree to further sessions with the mediator and can pay the mediator directly, the agreed upon amount. There is a fee waiver form available for qualified participants.

UNIVERSITY OF BALTIMORE, SCHOOL OF LAW

FAMILY MEDIATION CLINIC

Prof. Jane Murphy
Co-Director, Family Mediation Clinic
5 West Chase St.
Baltimore, MD 21201

410-837-5657
Fax 410-837-5737
e-mail: jmurphy@ubalt.edu

The Family Mediation clinic at the University of Baltimore provides free mediators and limited representation for parties in mediations involving child access (custody and visitation) disputes. For further information please call the Family Mediation Clinic at 410-837-5752 or write to the e-mail address above.

UNIVERSITY OF MARYLAND, SCHOOL OF LAW

CENTER FOR DISPUTE RESOLUTION (C-DRUM)

Toby Treem Guerin
Deputy Director
500 W. Baltimore Street
Baltimore, MD 21201

410-706-3295
Fax 410-706-4270
e-mail: cdrum@law.umaryland.edu
web site: www.cdrum.org

C-DRUM works collaboratively with individuals and groups, as well as public and private institutions, to promote, enhance and teach conflict resolution skills; research and develop conflict resolution systems; and change the way conflicts are resolved throughout the state and beyond. C-DRUM trained mediators provide mediation for a wide variety of disputes including court related issues, community problems and workplace disputes, among others. Mediations are scheduled at a time and location convenient to the participants. In addition to providing basic mediation services, C-DRUM staff conducts advanced mediation and communication skills training.

Fees for mediation services may vary and free services are available for those who qualify. More information on C-DRUM services can be found on the web site listed above.

CALVERT COUNTY

CIRCUIT COURT

FAMILY MEDIATION PROGRAMS

Patricia M. Veitch
Family Support Services Coordinator
Circuit Court for Calvert County
175 Main Street
Prince Frederick, MD 20678

410-535-1600 x2561
Fax 410-414-2473
email: patricia.veitch@courts.state.md.us

Child Access (Custody/Visitation) Mediation - Most cases involving custody and/or visitation issues are ordered to mediation. Participants are ordered to two sessions (if necessary) and the Court has a panel of mediators. The cost of the program is \$55 per hour per person. The Court has a fee waiver program available for eligible participants.

Marital Property (Divorce) Mediation - Cases are referred to a list of court approved mediators or in some cases to retired judges. The mediators set their own fees.

Kate Quinn
CINA/TPR Mediation Coordinator
Circuit Court for Calvert County
175 Main St.
Prince Frederick, MD 20678

410-535-1600 x2259
Fax 410-535-9336
e-mail: kate.quinn@mdcourts.gov

Child Welfare Mediation - Referrals to mediation can be made at any point during the Court process, from shelter care through TPR. Referrals can come from any source, the Court, the attorneys, DSS workers or parties. There is no charge for the mediations which begin with two sessions. More than two sessions must be authorized by the Dependency Mediation Coordinator, who can be contacted at the same number.

COMMUNITY MEDIATION

Anne F. Mychalus
Executive Director
Community Mediation Center of Calvert County
P.O. Box 807
Solomons, MD 20688

410-326-6784
Fax 410-326-6784
e-mail: mychalus@verizon.net

The Community Mediation Center of Calvert County offers free services for a wide variety of inter-personal conflicts and neighborhood-based disputes. CMCCC recruits and trains volunteers from the community who serve as mediators and represent the diversity of the neighborhoods they serve. The program conducts outreach to help raise awareness of mediation and its uses at the community level.

DISTRICT COURT

District Court ADR Office
251 Rowe Blvd., Suite 307
Annapolis, MD 21401

410-260-1676
Fax 410-260-3536
e-mail: adroffice@mdcourts.gov
web site: www.mdcourts.gov/district/adr/home.html

Civil Mediation Pretrial - Cases are sent to the local community mediation center for mediation before the trial date. This program is provided at no cost to the participants.

Civil Mediation Day of Trial - Volunteer mediators meet with the participants at the courthouse on the day of trial. Participants do not waive their right to trial. If the case is not resolved at mediation, the trial goes forward. This program is provided at no cost to the participants.

STATE'S ATTORNEY'S OFFICE MEDIATION

Nora Bowen
Mediation Coordinator
Office of the State's Attorney
200 Duke Street
Prince Frederick, MD 20678

410-535-1600 ext. 2493
Fax 410-535-6459
e-mail: bowennk@co.cal.md.us

Calvert County State's Attorney's Mediation Program is a free service provided by the State's Attorney's Office for certain misdemeanor cases such as: Telephone misuse, trespass, workplace conflicts and neighbor to neighbor disputes. The goal is to resolve these cases prior to them getting into the criminal system. There is a list of qualified mediators to choose from, that is provided by the District Court Clerk's Office.

The State's Attorney's Office pays for the initial one hour session, any additional contact must be paid by the parties involved. If the mediator provides a signed agreement, by the parties, then the case is dismissed, if not it is placed on the Stet docket. At this time about 80% of Calvert County State's Attorney's Office cases that are referred to mediation are resolved through the mediation process.

CAROLINE COUNTY

CIRCUIT COURT

FAMILY MEDIATION PROGRAM

John Cambardella
Family Support Services Coordinator
Circuit Court for Caroline County
109 Market St.
Denton, MD 21629

410-479-2303
Fax 410-479-4063
e-mail: john.cambardella@courts.state.md.us

Child Access (Custody/Visitation) Mediation - Most cases involving custody and/or visitation issues are ordered to mediation. The Court maintains a list of approved domestic mediators. The Court may order participants to attend up to two mediation sessions (four, if good cause is shown and it is recommended by the mediator). Court ordered mediation costs each participant \$100 per session (usually two hours). Eligible participants may apply for financial assistance through the Family Services Program.

Settlement Conferences - In many cases, a date for a settlement conference will be set prior to the scheduling of a trial date. A judicial officer, e.g., a retired judge, meets with the parties and their attorneys to attempt settlement. A trial on the merits will be scheduled if settlement is not reached.

COMMUNITY MEDIATION

Peter Taillie
Executive Director
Mid Shore Mediation Center
300 Talbot Street, Suite 206
Easton, MD 21601

410-820-5553
Fax is same as phone
email: midshore@marylandmediation.org
web site: www.midshoremmediation.org

The Mid Shore Community Mediation Center is a free mediation service serving Caroline, Dorchester and Talbot Counties. Issues concerning family matters, neighborhood disputes, workplace disagreements, landlord/tenant disputes, consumers issues, business disputes and school issues are addressed.

DISTRICT COURT

District Court ADR Office
251 Rowe Blvd., Suite 307
Annapolis, MD 21402

410-260-1676
Fax 410-260-3536
email: adroffice@mdcourts.gov
web site: www.mdcourts.gov/district/adr/home.html

Civil Mediation Pretrial - Cases are sent to the local community mediation center for mediation before the trial date. This program is provided at no cost to the participants.

CARROLL COUNTY

CIRCUIT COURT

FAMILY MEDIATION PROGRAMS

Powel Welliver
Family Law Administrator
Circuit Court for Carroll County
55 N. Court Street, Suite 208
Westminster, MD 21157

410-386-2401
Fax 410-751-5339
e-mail: pwelliver@ccg.carr.org

Child Access (Custody/Visitation) Mediation - Cases involving custody and/or visitation issues are ordered to mediation, unless there is a genuine issue of physical or sexual abuse of a party or child. The Court uses five court-approved mediators, including one staff mediator. Each participant pays the mediator \$80 for one hour of a two hour session. Mediation fees may be reduced or waived for income qualifying participants.

Isadora Cipolletta
Child CINA/TPR Mediation Coordinator
Circuit Court for Carroll County
55 N. Court Street, Suite 208
Westminster, MD 21157

410-386-2736
Fax 410-751-5339
email: icipolletta@ccg.carr.org

Mediation Coordinator - The Mediation Coordinator reviews all domestic cases filed and prepares orders referring litigants to mediation, and/or parent education classes. When requested by the Court, the mediation coordinator is available for “same day” mediation in domestic cases. The Coordinator also administers the CINA/TPR Mediation Program provided at no charge to litigants. In addition, the Coordinator assists counsel and unrepresented parties in finding resources and reaching consent orders in domestic violence cases.

Marital Property (Divorce) Mediation - By agreement of the participants, mediation of property, alimony, pension and child support issues by court-approved mediators. Mediators fees are split by the participants. No fee waiver is available.

COMMUNITY CONFERENCING CENTER

JUNCTION INC. COMMUNITY CONFERENCE PROGRAM

Janet Hosford-Lamb
Program Director
Junction Inc.
P.O. Box 206
Westminster, MD 21158

410-848-6100
e-mail: communityconference@yahoo.com
web site: www.communityconferencing.org

Community Conferencing is a highly participatory process conducted by a trained, neutral facilitator, that allows everyone affected by a crime or conflict to resolve the situation themselves. Junction, Inc. provides Community Conferencing in a variety of sectors, including criminal justice (court diversion for misdemeanors and some felonies, serious crimes dialogue), education (alternative to student suspension and arrest), neighborhoods (ongoing, intractable conflicts), human services (wraparound case planning), organizations, planning issues, and re-entry from prison. Community Conferences provide opportunities for healing and learning, and result in agreements reached by the participants.

COMMUNITY MEDIATION

JoAnne Sanner
Community Mediation Program
Carroll County Youth Service Bureau
332 - 140 Village Road, JCK Center
Westminster, MD 21157

410-848-2500 x144
Fax 410-876-3016
email: jsanner@ccysb.org
web site : www.ccysb@carr.org

The Community Mediation Program (CMP) offers free mediation services for a wide variety of interpersonal conflicts and neighborhood-based disputes. CMP recruits and trains volunteers from the community who serve as mediators and represent the diversity of the neighborhoods they serve. The program conducts outreach to help raise awareness of mediation and its uses at the community level.

Parent/Teen Mediation Project - Teenage and adult co-mediators assist teenagers and adults to resolve disputes. Referrals from Dept. of Juvenile Justice, police, public, etc. This service is provided free of charge.

DISTRICT COURT

District Court ADR Office
251 Rowe Blvd., Suite 307
Annapolis, MD 21401

410-260-1676
Fax 410-260-3536
e-mail: adroffice@mdcourts.gov
web site: www.mdcourts.gov/district/adr/home.html

Civil Mediation Pretrial - Cases are sent to the local community mediation center for mediation before the trial date. This program is provided at no cost to the participants.

Civil Mediation Day of Trial - Volunteer mediators meet with the participants at the courthouse on the day of trial. Participants do not waive their right to trial. If the case is not resolved at mediation, the trial goes forward at a later date. This program is provided at no cost to the participants.

Civil Settlement Conference Pretrial - Volunteer neutrals assist the participants in trying to resolve their case before the trial date. This program is provided at no cost to the participants.

STATE'S ATTORNEY'S OFFICE MEDIATION

Michelle Schaffer
Office of the State's Attorney for Carroll County
55 North Court Street, Suite 100
P.O. Box 606
Westminster, MD 21158-0606

410-386-2174
Fax 410-876-9286
e-mail: mschaffer@ccg.carr.org

Criminal Mediation Program - The State's Attorney's Office screens cases appropriate for mediation and has an in-house mediator to mediate those matters.

CECIL COUNTY

CIRCUIT COURT

FAMILY MEDIATION PROGRAMS

Nolanda Kirby
Family Support Services Coordinator
Circuit Court for Cecil County
129 E. Main Street, Room 205
Elkton, MD 21921

410-996-1157
Fax 410-996-5625
e-mail: nolanda.kirby@courts.state.md.us

Child Access (Custody/Visitation) Mediation - Most cases involving custody and/or visitation issues are ordered to mediation if appropriate. The Court uses nine court-approved mediators who practice in the community. The cost of the mediation is \$75 per hour, unless the parties qualify for no fee mediation.

Child Access Neutral Case Evaluation - is a service provided by consent of the parties or court ordered, either prior to a court hearing or day of scheduled hearing. Participants are assisted in developing either a temporary or permanent parenting plan by mental health professional staff of Resolution Services, Inc. through the Family Support Services Office. A hearing is scheduled whether the parties reach an agreement or not. There is no fee for this service.

Marital Property (Divorce) Mediation - Mediation of property, alimony, pension, and other financial issues which occur upon consent of all participants. Cases are referred to four court-approved mediators who practice in Cecil County and surrounding counties.

COMMUNITY MEDIATION

Community Mediation for Cecil County is serviced by Community Mediation Upper Shore. For a description of this program please see the listing in Kent County.

Community Mediation Upper Shore
P.O. Box 692
215 Washington Ave.
Chestertown, MD 21620

410-810-9188
Fax 410-810-3105
e-mail: cvcms@verizon.net
web site: www.shoremmediation.org

DISTRICT COURT

District Court ADR Office
251 Rowe Blvd., Suite 307
Annapolis, MD 21401

410-260-1676
Fax 410-260-3536
e-mail: adroffice@mdcourts.gov
web site: www.mdcourts.gov/district/adr/home.html

Civil Mediation Pretrial - Cases are sent to the local community mediation center for mediation before the trial date. This program is provided at no cost to the participants.

STATE'S ATTORNEY'S OFFICE MEDIATION

Rebecca W. Tulloch
Mediation Coordinator
129 E. Main St., Courthouse
Elkton, MD 21921

443-553-1607
Fax 410-996-2831
e-mail: tullochreb@verizon.net

This mediation program is a free service provided by the State's Attorney's Office for citizen-filed and some police initiated misdemeanor cases as deemed appropriate. Cases typically directed to mediation include certain assault, theft, and malicious destruction of property, telephone misuse, and trespass cases. In nearly all mediation cases the parties to the dispute share an on going relationship such as family or extended family involved in domestic difficulties, former friends, associates, customer/vendor, employee/employer, landlord/tenant and roommates or neighbors. Mediations are scheduled in advance of trial. Cases are referred by the State's Attorney's Office to Community Mediation Upper Shore, Inc.

CHARLES COUNTY

CIRCUIT COURT

CIVIL (NON-FAMILY) MEDIATION PROGRAM

Mollie Murphy
ADR Coordinator
Circuit Court for Charles County
P.O. Box 970
La Plata, MD 20646

301-932-3249
Fax 301-932-3206
e-mail: molly.murphy@mdcourts.gov

Civil Mediation Program - The court keeps a list of approved mediators. Cases may be referred to one of those mediators or the participants may choose their own mediators if they can agree. The participants pay the mediator directly, at the rate of \$150.00 per hour, divided equally between the participants. Sessions usually last two hours. Eligible participants may qualify for assistance.

Civil Settlement Conference Program - All motor tort, personal injury, and workers' compensation cases are referred to civil settlement conferences. The Court keeps a list of approved facilitators. Cases may be referred to one of those facilitators or the participants may choose their own facilitator if they can agree. The participants pay the facilitator directly, at the rate of \$150.00 per hour, divided equally between the participants. Sessions usually last two hours. Eligible participants may qualify for assistance.

FAMILY MEDIATION PROGRAMS

Debbie Elms
Family Services Coordinator
Circuit Court for Charles County
P.O. Box 3000
La Plata, MD 20646

301-932-3426
Fax 301-932-3427
e-mail: deborah.elms@mdcourts.gov

Child Access (Custody/Visitation) Mediation - Most cases involving custody and/or visitation issues are ordered to mediation. The Court's list of private, court-approved mediators is available to the participants. The fee is \$100 per person, per session, and a session usually lasts two hours. Additional sessions remain at the same rate. Services are handicap accessible and telephone conferencing is available.

Child Welfare Mediation – Child In Need of Assistance (CINA) and Termination of Parental Rights (TPR) cases began in May 2005. Referrals come from a variety of individuals, including the Department of Social Services, Legal Aid Bureau, Office of the Public Defender and the Court. The Permanency Planning Mediation Program is coordinated by the Family Support Services Director with oversight by the Permanency Planning Mediation Group and the Alternative Dispute Resolution (ADR) Committee.

In providing mediation services to the participants in **CINA** and **TPR** proceedings in the Circuit Court for Charles County, the Permanency Planning Mediation Program strives to: Serve families in a respectful and courteous manner. Enable families to contribute to the development and implementation of the plans. Prepare any agreements the parties reach in mediation. Assist the Court in the timely and equitable resolution of disputes. Provide status reports to the Court. And to work cooperatively with the Court to improve existing programs and suggest initiatives to better serve the families.

Marital Property (Divorce) Mediation - The court keeps a list of approved mediators. Cases may be referred to one of those mediators or the participants may choose their own mediator. The parties may request mediation or the court may initiate mediation. The participants pay the mediator directly, at a rate of \$150 per hour, divided equally between the participants.

COMMUNITY MEDIATION

Lindsey Bradley
Executive Director
Charles County Mediation Center
P.O. Box 1142
Laplata MD 20646

301-861-0376
e-mail: charlescountymediation@yahoo.com

The Charles County Community Mediation Center offers free mediation services for a wide variety of inter-personal conflicts and neighborhood-based disputes. Charles County recruits and trains volunteers from the community who serve as mediators and represent the diversity of the neighborhoods they serve. The program conducts outreach to help raise awareness of mediation and its uses at the community level.

Charles County mediators also handle civil dispute cases referred by the District Court.

DISTRICT COURT

District Court ADR Office
251 Rowe Blvd., Suite 307
Annapolis, MD 21401

410-260-1676
Fax 410-260-3536
e-mail: adroffice@mdcourts.gov
web site: www.mdcourts.gov/district/adr/home.html

Civil Mediation Pretrial - Cases are sent to the local community mediation center for mediation before the trial date. This program is provided at no cost to the participants.

Civil Mediation Day of Trial - Volunteer mediators meet with the participants at the courthouse on the day of trial. Participants do not waive their right to trial. If the case is not resolved at mediation, the trial goes forward. This program is provided at no cost to the participants.

Civil Settlement Conference Day of Trial - Volunteer neutrals meet with the participants at the courthouse on the day of trial. Participants do not waive their right to trial. If the case is not resolved at facilitation, the trial goes forward. This program is provided at no cost to the participants.

DORCHESTER COUNTY

CIRCUIT COURT

FAMILY MEDIATION PROGRAM

Amy Craig
Family Support Services Coordinator
Circuit Court for Dorchester County
206 High Street, Room 203
P.O. Box 363
Cambridge, MD 21613

410-228-1395
Fax 410-228-3775
e-mail: amycraig@courts.state.md.us

Child Access (Custody/Visitation) Mediation - Most contested cases involving custody and/or visitation issues are ordered to mediation. The Court offers mediation from a court approved list of providers. The fee is \$65 per hour per person and the court usually orders two sessions lasting two hours each.

Marital Property (Divorce) Mediation - Some contested cases involving marital property issues are referred to mediation. The Court offers mediation from a court approved list of providers. The fee is \$65 per hour, per person and the court usually orders two sessions lasting two hours each.

COMMUNITY MEDIATION

Community Mediation for Dorchester County is serviced by Mid Shore Community Mediation Center. For a description of this program please see the listing in **Caroline County**.

Mid Shore Community Mediation Center
300 Talbot Street, Suite 206
Easton, MD 21601

410-820-5553
Fax is same as Phone
e-mail: midshore@marylandmediation.org
web site: www.midshoremmediation.org

DISTRICT COURT

District Court ADR Office
251 Rowe Blvd., Suite 307
Annapolis, MD 21401

410-260-1676
Fax 410-260-3536
e-mail: adroffice@mdcourts.gov
web site: www.mdcourts.gov/district/adr/home.html

Civil Mediation Pretrial - Cases are sent to the local community mediation center for mediation before the trial date. This program is provided at no cost to the participants.

STATE'S ATTORNEY'S OFFICE

CRIMINAL MEDIATION PROGRAM

Bettina Jones
Case Screener/Mediator
502 Poplar Street
Cambridge, MD 21613

410-228-3611 ext. 11
Fax 410-228-9867

The Criminal Mediation Program was designed to be a community-based program that would provide Dorchester County citizens with free access to mediation services with the support of the Maryland Mediation and Conflict Resolution Office (MACRO), Dorchester County's Office of the State's Attorney and Dorchester County District and Circuit Courts. The State's Attorney's goal and objective was to initiate a Program that would provide citizens the opportunity to mediate appropriate disputes within the community in lieu of prosecution or dismissal.

The State's Attorney, Case Screener/Mediator, and the Assistant State's Attorneys all work together to identify and refer appropriate District Court cases for mediation. Appropriate juvenile cases are also referred when they are eligible to participate in the Program.

The Program has been quite successful with over 200 cases mediated since the Program's inception in 2004. The Criminal Mediation Program also serves to promote education and conflict resolution awareness. The Program supports and encourages Dorchester County's middle school students to participate in peer mediation training, conflict resolution outreach programs and projects that provide opportunity for the youngest citizens to learn how getting involved in conflict resolution can positively impact their lives and empower them to make a difference in their schools and community.

FREDERICK COUNTY

CIRCUIT COURT

CIVIL AND FAMILY MEDIATION PROGRAMS

Jenny Bern
ADR Coordinator
Circuit Court for Frederick County
100 West Patrick Street
Frederick, MD 21701

301-694-1467
Fax 301-846-2226
e-mail: jennifer.bern@mdcourts.gov

Civil Mediation Program - The Court orders most civil, non-family mediation with a mediator on the list of Court-approved civil mediators: or, if they agree, the participants may choose their own mediator. The Court orders one mediation session lasting two hours at a cost of \$300 for most cases and \$500 for complex cases.

Custody / Visitation Mediation - The Court orders cases involving disputed custody and/or access to a 6 hour parenting education class at a cost of \$100. Many cases are also ordered to custody / visitation mediation with a mediator on the list of Court-approved family mediators. A fee waiver is available to eligible parties for both the parenting education class and mediation.

Marital Property Mediation - The Court orders many cases involving marital property issues, including alimony, to marital property mediation with a mediator on the list of Court-approved family mediators. The Court orders two mediation sessions lasting two hours each at a cost of \$300 per session. A fee waiver is available to eligible parties.

CHILD WELFARE MEDIATION

Victoria A. Jones
Permanency Planning Liaison for the Sixth Judicial Circuit
Frederick Co. Circuit Court
100 West Patrick Street
Frederick, MD 21701

301-600-6032
Fax 301-846-2226
e-mail: (1) vjones@fredco-md.net
e-mail: (2) vjones@mcccourt.com

Child Welfare Mediation - Child in Need of Assistance (CINA) and Termination of Parental Rights (TPR) cases began in March 2005. Co-Mediation can occur at all phases in the life of a case. Pre-adjudication, reviews, permanency planning stage or over a particular issue, such as visitation and contact and guardianship / TPR stage. Referrals are made by any party, including the Department of Social Services, Child's Counsel, Parent's Counsel and the Court.

The Permanency Planning Liaison coordinates the mediation and prepares the Mediation Order for the Court. Mediation sessions are three hours, which may be extended.

COMMUNITY MEDIATION

Kate Palmisano
Executive Director, CALM Inc.
Frederick Co. Community Mediation & Conflict Resolution Center
723 North Market Street
Frederick, MD 21701

301-631-2256
Fax 301-620-4224
e-mail: mpalmis225@aol.com

CALM offers free mediation services for a wide variety of inter-personal conflicts and neighborhood-based disputes. CALM recruits and trains volunteers from the community who serve as mediators and represent the diversity of the neighborhoods they serve. The program also conducts outreach to help raise awareness of mediation and its uses at the community level.

DISTRICT COURT

District Court ADR Office
251 Rowe Blvd., Suite 307
Annapolis, MD 21401

410-260-1676
Fax 410-260-3536
e-mail: adroffice@mdcourts.gov
web site: www.mdcourts.gov/district/adr/home.html

Civil Mediation Day of Trial - Volunteer mediators meet with the participants at the courthouse on the day of trial. Participants do not waive their right to trial. If the case is not resolved at mediation, the trial goes forward. This program is provided at no cost to the participants.

Civil Settlement Conference Day of Trial - Volunteer neutrals meet with the participants at the courthouse on the day of trial. Participants do not waive their right to trial. If the case is not resolved in Settlement Conferencing the trial goes forward. This program is provided at no cost to the participants.

STATE'S ATTORNEY'S OFFICE

Tammy M. Leache
Assistant State's Attorney
State's Attorney's Office
100 West Patrick Street
Frederick, MD 21702

301-600-1926
Fax 301-600-1926
e-mail: tleache@fredco-md.net

This mediation program is a free service provided by the State's Attorney's Office for misdemeanor cases it deems appropriate, such as:

Some minor criminal charges: Trespass, telephone abuse, malicious destruction of property, certain types of assault, etc., as well as incidents arising out of a multitude of neighbor vs. neighbor disputes. All of these mediations are done after charges have been filed, but before trial.

Failure to send children to school cases. These are done before charges are filed. They are referred by school pupil personnel workers who also attend the mediation. If conditions do not improve or if the individual fails to appear for the mediation, then charges are filed.

GARRETT COUNTY

CIRCUIT COURT

FAMILY MEDIATION PROGRAM

Randy Whitaker
Family Support Services Coordinator
Circuit Court for Garrett County
203 South Fourth Street
Oakland, MD 21550

301-334-7602
Fax 301-334-7606
e-mail: randy.whitaker@courts.state.md.us

Child Access (Custody/Visitation) Mediation - Most cases involving custody and/or visitation issues are ordered to mediation. Mediation is provided by private contractual provider. The mediation costs \$100 an hour with a maximum of two hours, and the fees are usually divided between the parties.

COMMUNITY MEDIATION

The nearest community mediation program to Garrett County is in Allegany County. For a description of the program at the Allegany Conflict Resolution Center please see the listing in Allegany County.

If you would like information about starting a community mediation program in Garrett County, please call Community Mediation Maryland at 410-349-0080.

Allegany Conflict Resolution Center
13 Canal St., Suite 304
Cumberland, MD 21502

301-759-6659
Fax is the same as Phone
e-mail: allegany@marylandmediation.org

DISTRICT COURT

There currently is no ADR program in the District Court in Garrett County.
For information on your case, please contact:

District Court ADR Office
251 Rowe Blvd., Suite 307
Annapolis, MD 21401

410-260-1676
Fax 410-260-3536
e-mail: adroffice@mdcourts.gov
web site: www.mdcourts.gov/district/adr/home.html

HARFORD COUNTY

CIRCUIT COURT

FAMILY MEDIATION PROGRAM

Karen Tracy
Family Support Services Coordinator
Circuit Court for Harford County
20 W. Courtland Street
Bel Air, MD 21014

410-638-3038
Fax 410-638-9589
e-mail: karen.tracy@courts.state.md.us

Child Access (Custody/Visitation) Mediation - Most cases involving custody and/or visitation issues are ordered to mediation or evaluation. Either family court services or private providers mediate disputes. Sliding scale fees are available.

Parent Access - The court provides special programs for mediation, evaluation, facilitated visitation and parent education in child support/visitation cases. Services are free.

Dependency Mediation - The court provides mediation for CINA (children in need of assistance) and TPR (termination of parental rights) cases. Mediation may involve birth parents, adoptive/foster parents, attorneys, social workers, CASA and children. The court provides specially trained mediators, and the service is free to participants.

COMMUNITY MEDIATION

Jennifer Noffke
Program Coordinator
Harford County Community Mediation Program
Harford Community College
401 Thomas Run Road
Bel Air, MD 21015

410-836-4154
Fax 410-836-4137
e-mail: mediation@harford.edu
web site: www.harford.edu/cet/community/mediation

The Harford County Community Mediation Program (HCCMP) is an organization of professionally trained volunteer mediators. Citizens use the services to develop solutions to their own disputes. There is no fee. Participation is voluntary and the process is confidential.

HCCMP mediates many levels of conflict. Individuals are encouraged to contact HCCMP directly. Government agencies, schools and the legal system also refer citizens to the program. HCCMP assists with the resolution of disputes between neighbors, family members, friends and also assists with matters involving business, property, employment or other conflicts. HCCMP does not mediate domestic violence.

The program recruits and trains volunteers from the community who serve as mediators and represent the diversity of the neighborhoods they serve. HCCMP conducts outreach/public education to help raise awareness of mediation and its uses at the community level.

DISTRICT COURT

District Court ADR Office
251 Rowe Blvd., Suite 307
Annapolis, MD 21401

410-260-1676
Fax 410-260-3536
e-mail: adroffice@mdcourts.gov
web site: www.mdcourts.gov/district/adr/home.html

Civil Mediation Day of Trial - Volunteer mediators meet with the participants at the courthouse on the day of trial. Participants do not waive their right to trial. If the case is not resolved at mediation, the trial goes forward. This program is provided at no cost to the participants.

STATE'S ATTORNEY'S OFFICE MEDIATION

Joel C. Muneses
Assistant State's Attorney
45 S. Main Street, 3rd Floor
Bel Air, MD 21014

410-638-3231
Fax 410-638-3195
e-mail: jcmuneses@harfordcountymd.gov

The Harford County Community Mediation Program is a free service provided by the State's Attorney's Office, Harford County Government and Community Mediation. Non-violent criminal charges such as trespassing, telephone abuse, malicious destruction of property, minor assaults, etc., are reviewed by the State's Attorney before trial. Intra-family non-physical disputes in which current or former spouses, boy/girlfriends, siblings, parents or extended family members are involved in domestic difficulties. Incidents arising out of a multitude of neighbor vs. neighbor disputes prior to criminal charges being filed. The mediation service is confidential.

HOWARD COUNTY

CIRCUIT COURT

CIVIL (NON-FAMILY) MEDIATION PROGRAMS

Jennifer Bowman
Civil Case Coordinator
Circuit Court for Howard County
8360 Court Ave.
Ellicott City, MD 21043

410-313-3053
Fax 410-313-2413
e-mail: jennifer.bowman@mdcourts.gov

ADR /Civil Case Coordinator - Coordinates the Civil Non-Domestic Alternative Dispute Resolution Programs for the Howard County Circuit Court. In accordance with the provisions of Title 17, Alternative Dispute Resolution, several techniques are available for Civil Non-Domestic cases filed in the Howard County Circuit Court. These Include: Settlement Conferences, Mediation and Facilitation Conferences.

It is the policy of this Court to encourage early use of ADR in accordance with Title 17 of the Maryland Rules of Procedure. At any point in a case, parties may request ADR. These methods will continue to be an integral part of the Differentiated Case Management Plan for our court. Every case that is subject to the Civil Non-Domestic DCM Plan will be reviewed and suitable cases will be referred for one or more of the ADR resources listed above. The Court may not require a party or the party's attorney to participate in an ADR proceeding except in accordance with Title 17-103. (Visit www.marylandmacro.org to see the full text of Title 17).

FAMILY MEDIATION PROGRAMS

Lisa Mohink
Family Support Services Coordinator
Circuit Court for Howard County
8360 Court Avenue
Ellicott City, MD 21043

410-313-2225
Fax 410-313-2413
e-mail: lisamohink@courts.state.md.us

Child Access (Custody/Visitation) Mediation - Most cases involving custody and/or visitation issues are ordered to mediation. The Court offers mediation from a court approved list of providers. The cost is \$75 per person, per hour, and the court usually orders two sessions of two hours each. Fee waivers are available to eligible participants.

The Court also operates a volunteer based facilitator program in an effort to assist parties to settle their case. There are two distinct ways in which a case may participate in this program. First, a facilitator will be available at the time of domestic scheduling conferences. Parties must agree to facilitate and counsel does not have to be present for facilitation. If, however, counsel elects to stay and an agreement is reached, the Court will make every effort to have that agreement placed on the record that day.

A Settlement Conference may also be ordered in a case. If so, parties cannot elect not to participate and if represented, counsel is expected to be present. As stated above, if an agreement is reached, the Court will make every effort to have that agreement placed on the record. Settlement Conferences, unless otherwise agreed to, will take place in the Court House. There is no cost for this program.

COMMUNITY MEDIATION

Charles Tracy
Director
Mediation and Conflict Resolution Center
at Howard Community College
10901 Little Patuxent Parkway
Columbia, MD 21044-3197

410-772-4651
Fax 410-772-4660
e-mail: mcrc@howardcc.edu
web site: www.howardcc.edu/visitors/mcrc

The Mediation and Conflict Resolution Center (MCRC) offers mediation services for free or on a sliding scale for a wide variety of inter-personal conflicts and neighborhood-based disputes. MCRC recruits and trains volunteers from the community who serve as mediators and represent the diversity of the neighborhoods they serve. The program conducts outreach to help raise awareness of mediation and its uses at the community level. MCRC also offers restorative dialog services in criminal cases.

DISTRICT COURT

District Court ADR Office
251 Rowe Blvd., Suite 307
Annapolis, MD 21401

410-260-1676
Fax 260-3536
e-mail: adroffice@mdcourts.gov
web site: www.mdcourts.gov/district/adr/home.html

Civil Settlement Conference Pretrial - Volunteer neutrals assist the participants in trying to resolve their case before the trial date. This program is provided at no cost to the participants.

Civil Settlement Conference Day of Trial - Volunteer neutrals meet with the participants at the courthouse on the day of trial. Participants do not waive their right to trial. If the case is not resolved at facilitation, the trial goes forward. This program is provided at no cost to the participants.

Civil Mediation Pretrial - Cases are sent to the local community mediation center for mediation before the trial date. This program is provided at no cost to the participants.

Civil Mediation Day of Trial - Volunteer mediators meet with the participants at the courthouse on the day of trial. Participants do not waive their right to trial. If the case is not resolved at mediation, the trial goes forward. This program operates in Ellicott City. The program is provided at no cost.

STATE'S ATTORNEY'S OFFICE

Donald Geiger
Mediation Case Screener
Office of the State's Attorney for Howard County
District Court Division
3451 Courthouse Drive
Ellicott City, MD 20143

410-313-3100
Fax 410-313-3144
e-mail: dgeiger@co.ho.md.us
web site: www.co.ho.md.us/statesattorney/samain/sa_homepage.asp

Criminal Mediation Program - The State's Attorney's Office reviews citizen complaints filed with the commissioner to identify and refer appropriate cases for mediation. Those cases are referred to the Mediation and Conflict Resolution Center at Howard Community College.

KENT COUNTY

CIRCUIT COURT

FAMILY MEDIATION PROGRAMS

Rebecca K. Taylor
Family Support Services Coordinator
Circuit Court for Kent County
103 N. Cross St.
Chestertown, MD 21620

410-810-1059
Fax 410-778-7412
e-mail: rebecca.taylor@courts.state.md.us
web site: www.mdcourts.gov/family/kent.html

Day-of-Court Access Mediation Program We Can Work It Out! When parties involved in actions of custody, paternity, visitation and child support appear before the Master in Equity Court, they are given the option to voluntarily meet with a mediator. If they so choose, parents can collaborate and find common ground whereby they can craft a written agreement that becomes a “parenting plan” that is in the “best interest” of their child. Through the process of access mediation, parents are empowered to learn how to make child-focused decisions. They may request the Master to recommend to the Court to enter their written agreement as a Consent Agreement.

Child Access (Custody/Visitation) Mediation - Most cases involving custody and/or visitation issues are ordered to four hours of fee-for-service access mediation. The Court offers mediation from a court approved list of access mediators. Court referrals are made to these designated access mediators and they are paid \$100 per hour which is generally divided between the parties. If the mediation extends past four hours, and the participants want to continue, the mediators may charge their private hourly rate. Fee waivers and sliding scale fees are available to eligible participants.

SETTLEMENT CONFERENCE PROGRAM

Mark L. Mumford
Circuit Court Clerk
103 N. Cross Street
Chestertown, MD 21620

410-778-7416

Settlement Conferences - are conducted by a retired Second Circuit Court Judge on the first and third Tuesday of each month. All cases are set for 10:00 am and are held in the Circuit Court Clerk’s office on the 1st floor of the Kent County Courthouse. When these cases settle, the attorneys may have the agreement entered “on the record” that same day or submit a written agreement to the court; a case that does not settle, will be scheduled for a merits hearing.

COMMUNITY MEDIATION

Charlotte Staelin
Executive Director
Community Mediation Upper Shore Inc.
P.O. Box 692
215 Washington Ave.
Chestertown, MD 21620

410-810-9188
Fax 410-810-3105
e-mail: cvcms@verizon.net
web site: www.shoremmediation.org

Community Mediation Upper Shore, Inc. (CMUS) offers free mediation services for a wide variety of inter-personal conflicts and neighborhood-based disputes. CMUS recruits and trains volunteers from the community who serve as mediators and represent the diversity of the neighborhoods they serve. The program conducts outreach to help raise awareness of mediation and its uses at the community level.

CMUS serves, Cecil, Kent and Queen Anne's Counties.

DISTRICT COURT

District Court ADR Office
251 Rowe Blvd., Suite 307
Annapolis, MD 21401

410-260-1676
Fax 410-260-3536
e-mail: adroffice@mdcourts.gov
web site: www.mdcourts.gov/district/adr/home.html

Civil Mediation Pretrial - Cases are sent to the local community mediation center for mediation before the trial date. This program is provided at no cost to the participants.

MONTGOMERY COUNTY

CIRCUIT COURT

CIVIL ADR & ORPHANS' COURT MEDIATION PROGRAMS

Susan M. Kalil
Differentiated Case Management/ADR Coordinator
Circuit Court for Montgomery County
50 Maryland Ave., Law Library
Rockville, MD 20850

240-777-9108
Fax 240-777-9188
e-mail: skalil@mccourt.com

Civil ADR Mediation Program - A list of approved ADR facilitators and retired judges is maintained by the clerk of the court. Cases may be referred to one of those facilitators.

Orphans' Court Mediation - After all parties have agreed to mediation and contacted the Orphans' Court, they will receive an ADR Resolution form to fill out for mediation. The Orphans' Court will then assign either a retired judge or a private mediator to hear the mediation. There is no fee to the court but the mediator's fee is \$200 per hour which the participants pay directly to the mediator.

FAMILY MEDIATION PROGRAMS

Madeline Jones
Family Division Coordinator
Circuit Court for Montgomery County
50 Maryland Ave., Rockville, MD 20850

240-777-9061
Fax 240-777-9061
e-mail: mjones@mccourt.com

www.montgomerycountymd.gov/mc/judicial/circuit/family/mediation.html

Child Custody / Access Mediation - This program is provided by mediators who are on staff with the Circuit Court. Parties will attend two sessions, each two hours in length, at no cost to the participants. For post judgment cases parties can attend one session which is two hours in length. A Spanish speaking mediator is also available.

Marital Property (Divorce) ADR - Private providers are available to mediate property issues in family cases. The fees are set by the individual mediators and the parties pay the mediator directly.

Settlement Conference Program - Facilitators, who are private family law practitioners, are available to try to assist the parties in reaching a settlement. This process occurs immediately following the scheduling conference. This service is free to the participants.

Juvenile Dependency Mediation - This program provides specially trained mediators who work with participants in dependency. Prior to adjudication, mediation is court ordered at the pre-trial phase of child welfare cases. After adjudication, it is ordered at the request of the parties to mediate permanency planning or TPR issues. These services are provided free of charge.

COMMUNITY CONFERENCING

Peter Meleney
Program Director
2424 Reddie Dr., Suite 301
Wheaton, MD 90902

301-942-7700
Fax 301-942-7970
e-mail: youth@crcmc.org
web site: www.crcmc.org

Community Conferencing is a highly participatory process conducted by a trained, neutral facilitator, that allows everyone affected by a crime or conflict to resolve the situation themselves. The Community Conferencing Center provides Community Conferencing in a variety of sectors, including criminal justice (court diversion for misdemeanors and some felonies, serious crimes dialogue), education (alternative to student suspension and arrest), neighborhoods (ongoing, intractable conflicts), human services (wraparound case planning), organizations, planning issues, and re-entry from prison. Community Conferences provide opportunities for healing and learning, and result in agreements reached by the participants.

COMMUNITY MEDIATION

CONFLICT RESOLUTION CENTER OF MONTGOMERY COUNTY

Tim Stranges,
Executive Director
2424 Reddie Drive, Suite #301
Wheaton, MD 20902

301-942-7700
Fax 301-942-7970
e-mail: crmc@crmc.org
web site: www.crcmc.org

The Conflict Resolution Center of Montgomery County (CRCMC) is a non-profit organization dedicated to providing quality dispute prevention, resolution and education to individuals and community organizations. CRCMC addresses conflict in the workplace, family, neighborhoods, schools, businesses and organizations.

The program's services are voluntary, confidential and neutral. CRCMC offers a variety of conflict resolution services, such as: mediation, facilitation, community conferencing and training. Mediation services are free of charge to Montgomery County residents. The program recruits and trains volunteers from the community who serve as mediators and facilitators and represent the diversity of the neighborhoods they serve. CRCMC conducts outreach to raise awareness of mediation and other dispute resolution processes and measures their effectiveness and uses at the community level.

ROCKVILLE COMMUNITY MEDIATION PROGRAM

Janet Kelly
Human Rights & Community Mediation Administrator
111 Maryland Ave.
Rockville, MD 20850

240-314-8316
Fax 240-314-8130
e-mail: jkelly@rockvillemd.gov
web site: www.rockvillemd.gov

The Rockville Community Mediation Program (RCMP) offers free mediation services for a wide variety of inter-personal conflicts and neighborhood-based disputes in the City of Rockville. RCMP recruits and trains volunteers from the community who serve as mediators and represent the diversity of the neighborhoods they serve. The program conducts outreach to help raise awareness of mediation and its uses at the community level.

DISTRICT COURT

District Court ADR Office
251 Rowe Blvd., Suite 307
Annapolis, MD 21401

410-260-1676
Fax 410-260-3536
e-mail: adroffice@mdcourts.gov
web site: www.mdcourts.gov/district/adr/home.html

Civil Mediation Pre-trial - Cases are sent to volunteer mediators, including some to CRCMC mediators, before the trial date. This program is provided at no cost to the participants.

Civil Mediation Day of Trial - Volunteer mediators meet with the participants at the courthouse on the day of trial. Participants do not waive their right to trial. If the case is not resolved at mediation, the trial goes forward. This program is provided at no cost to the participants.

Civil Settlement Conference Pretrial - Volunteer neutrals (including retired judges) assist the participants in trying to resolve their case before the hearing date. This program is provided at no cost to the participants.

Civil Settlement Conference Day of Trial - Volunteer neutrals meet with the participants at the courthouse on the day of trial. Participants do not waive their right to trial. If the case is not resolved at mediation, the trial goes forward. This program is provided at no cost to the participants.

Peace Order Mediation - In appropriate, non-violent cases, volunteer mediators meet with the participants at the courthouse on the day of hearing. Participants do not waive their right to the relief they are seeking. Cases may also be referred either before or after the Peace Order Hearing to the local community mediation center or to a volunteer mediator. This program is provided at no cost to the participants.

Bilingual Mediation Program - Civil cases prior to trial, day of trial are referred by the Court to volunteer mediators from CRCMC and Remedies. This program is provided at no cost to the participants.

STATE'S ATTORNEY'S OFFICE MEDIATION

Georgine DeBord
Mediation Coordinator
50 Maryland Ave.
Rockville, MD 20850

240-777-7415
Fax 240-777-7413
e-mail: georgine.debord@montgomerycountymd.gov

Trained and impartial mediators meet with parties to assist them in reaching a prompt and effective resolution of disputes. The mediation program addresses disputes which could escalate into criminal conduct, such as: neighborhood problems, domestic problems (with the exception of domestic violence issues), landlord/tenant problems, business relation problems and others. Most participants are involved in District Court criminal cases, but others may request mediation directly if they believe their concerns may escalate and become criminal. Mediation is scheduled rapidly, takes place in a neutral setting and is confidential. The mediation service is provided by the State's Attorney's Office at no charge.

PRINCE GEORGE'S COUNTY

CIRCUIT COURT

CIVIL (NON-FAMILY) & SETTLEMENT CONFERENCE (FAMILY) MEDIATION PROGRAMS

Jennifer Gallagher
ADR Coordinator
County Administration Building
14741 Governor Oden Bowie Dr., Room 1060
Upper Marlboro, MD 20772

301-952-4173
Fax 301-952-3639
e-mail: jcgallagher@co.pg.md.us

Civil (non family) Cases - filed in the Circuit Court are referred for mediation at the pre-trial conference or at the request of the parties. Complex litigation cases (such as medical malpractice, business or technology) are ordered to mediation via the scheduling order. Retired Judges conduct the mediations, which are scheduled Monday through Friday through the Coordinator.

Civil Family Settlement Conferences - Settlement Conference cases are handled by Retired Judges as well. They are set up through the Office of Calendar Management at the time of the scheduling conference. These Civil Case services are free.

FAMILY MEDIATION PROGRAMS

Lionel Moore
Director of Family Division
Circuit Court for Prince George's County
14735 Main Street
Upper Marlboro, MD 20772

301-952-3024
Fax 301-780-2057
e-mail: lmoore@co.pg.md.us

Robin Derwin
Associate Director, Family Division
Family Support Services Unit
14735 Main Street, Room 0423
Upper Marlboro, MD 20772

301-952-3213
Fax 301-780-6686
e-mail: rjderwin@co.pg.md.us

Child Access (Custody/Visitation) Mediation - Most cases involving custody and/or visitation issues are ordered to mediation. Participants are referred to court-approved mediators for a minimum of two, two-hour sessions. The fee is \$75 per person, per session and fee waivers are available to eligible participants.

Property / Financial / Alimony Mediation - Mediators are on a court approved panel and cases are assigned through Family Support Services. The fee is \$75 per person, per hour for a minimum 3 hour session.

Emergency Mediation - The Court has mediators to provide emergency mediation.

Dependency Mediation - Dependency Mediation is provided in CINA matters at no cost to the participants. Uses a co-mediation model. Mediators are selected from a court approved panel of qualified mediators.

COMMUNITY CONFERENCING

Natasha J. Wilkins
Program Coordinator
Community Conferencing Program of Prince George's County
6420 Allentown Rd.
Camp Springs, MD 20748

301-265-8441
Fax 301-248-0719
e-mail: njwilkins@co.pg.md.us

Community Conferencing is a highly participatory process conducted by a trained neutral facilitator that allows everyone affected by a crime or conflict to resolve the situation themselves. The program provides Community Conferencing in a variety of sectors, including criminal justice (court diversion for misdemeanors and some felonies, serious crimes dialogue), education (alternative to student suspension and arrest), neighborhoods (ongoing, intractable conflicts), human services (wraparound case planning), organizations, planning issues, and re-entry from prison. Community Conferences provide opportunities for healing and learning, and result in agreements reached by the participants.

COMMUNITY MEDIATION

Patricia Bendross
Office of Community Relations
Community Mediation Board
14741 Governor Oden Bowie Dr., Room L202
Upper Marlboro, MD 20772

301-952-2694
Fax 301-952-4244
e-mail: pabendross@co.pg.md.us
web site: www.co.pg.md.us

The Community Mediation Board offers free mediation services for a wide variety of inter-personal conflicts and neighborhood-based disputes. It recruits and trains volunteers from the community who serve as mediators and represent the diversity of the neighborhoods they serve. The program also conducts outreach to raise awareness of mediation and its uses in the community.

STATE'S ATTORNEY'S OFFICE MEDIATION PROGRAM

The States's Attorney's office refers cases they deem appropriate for mediation to the Community Mediation Board, listed above. These cases are misdemeanor and non-violent in nature. There is a list of qualified volunteer mediators, and service is free to the parties.

DISTRICT COURT

District Court ADR Office
251 Rowe Blvd., Suite 307
Annapolis, MD 21401

410-260-1676
F ax 410-260-3536
e-mail: adroffice@md.courts.gov
web site: www.mdcourts.gov/district/adr/home.html

Civil Mediation Day of Trial - Volunteer mediators meet with the participants at the courthouse on the day of trial. Participants do not waive their right to trial. If the case is not resolved at mediation, the trial goes forward. This program is provided at no cost to the participants.

Civil Settlement Conference Day of Trial - Volunteer neutrals meet with the participants at the courthouse on the day of trial. Participants do not waive their right to trial. If the case is not resolved at mediation, the trial goes forward. This program is provided at no cost to the participants.

PRINCE GEORGE'S COUNTY HUMAN RELATIONS COMMISSION

Kathleen Thornton
Supervisor of Community Mediation Program
1400 McCormick Dr., Suite 245
Largo, MD 20774

301-883-6170
Fax 301- 883-2679
e-mail: kpthornton@co.pg.md.us

The Mediation Program of the Prince George's County Human Relation Commission offers mediation for alleged discrimination cases.

QUEEN ANNE'S COUNTY

CIRCUIT COURT

FAMILY MEDIATION PROGRAMS

Shelly Coleman
Family Support Services Coordinator
Circuit Court for Queen Anne's County
100 Court House Square
Centreville, MD 21617

410-758-1773 ext.128
or 800-987-7591 ext.128
e-mail: shelly.coleman@courts.state.md.us

Child Access (Custody/Visitation) Mediation - When deemed appropriate the Court refers parties to the Queen Anne's County Department of Social Services Mediation Program. Parties attend the necessary sessions with the mediator. The fee for court-ordered mediation is \$125 per hour. Costs are divided between the parties and paid to Queen Anne's County Department of Social Services custody Evaluation Program. When parties reach an agreement, the mediator prepares a Parenting Agreement for signature and a copy is submitted to the Court.

COMMUNITY MEDIATION

Community Mediation for Queen Anne's County is serviced by Community Mediation Upper Shore. For a description of this program please see the listing in Kent County.

Community Mediation Upper Shore
P.O. Box 692
215 Washington Ave.
Chestertown, MD 21620

410-810-9188
Fax 410-810-3105
e-mail: cvcms@verizon.net
web site: www.shoremiation.org

STATE'S ATTORNEY'S OFFICE MEDIATION PROGRAM

The State's Attorney's Office screens the misdemeanor, non-violent cases before trial and refers the cases they deem appropriate to Community Mediation Upper Shore for mediation. Cases such as property damage, neighbor disputes, trespass and some 2nd degree assault, may qualify for mediation. Both parties must agree to mediation. If a resolution is not reached then the case will proceed to trial.

DISTRICT COURT

District Court ADR Office
251 Rowe Blvd., Suite 307
Annapolis, MD 21401

410-260-1676
Fax 410-260-3536
e-mail: adroffice@mdcourts.gov
web site: www.mdcourts.gov/district/adr/home.html

Civil Mediation Pretrial - Cases are sent to the local community mediation center for mediation before the trial date. This program is provided at no cost to the participants.

SOMERSET COUNTY

CIRCUIT COURT

FAMILY MEDIATION PROGRAMS

Karen R. Brimer
Coordinator
Family Services Program / CINA / TPR / Mediation
P.O. Box 279
Princess Anne, MD 21853

410-651-4618
Fax 410-651-1878
e-mail: karen.brimer@courts.state.md.us
web site: www.mdcourts.gov
click on- Circuit Court/Family Services

Child Access (Custody/Visitation) Mediation - Most cases involving custody and/or visitation issues are ordered to mediation. Court-approved mediators receive cases on a rotating basis. Any parenting agreement reached may be placed on the record at the court proceeding. The cost is \$75 per participant for a two hour session. Fee waivers are available for eligible participants through the Family Services Program.

Marital Property (Divorce) Mediation - Court-approved, private mediators are available. Any agreement may be placed on the record at a court proceeding. Fee waivers are available for eligible litigants through the Family Services Program.

Settlement Conference Program - Settlement Conferences are conducted in Master's Court (Scheduling, Settlement Conferences or Merits hearing) for those litigants who are able to resolve some or all of their domestic issues with the assistance of an experienced family law practitioner and court approved mediator. When the parties have reached an agreement, the facilitator drafts the consent agreement that is placed on the record that day. There is no cost to litigants.

CINA / TPR Mediation - Referrals are made by the Department of Social Services, and mediations are held one time per month from a list of court approved mediators. The cost is \$150 per session and is paid by the Family Services Program.

COMMUNITY MEDIATION

Community Mediation for Somerset County is serviced by the Center for Conflict Resolution, Inc. For a description of this program, please see the listing in Wicomico County.

Center for Conflict Resolution, Inc.
1100 Camden Ave.
Salisbury, MD 21801

410-219-2873
Fax 410-219-2879
e-mail: maennisbenn@salisbury.edu
web site: www.conflict-resolution.org

DISTRICT COURT

There currently is no ADR Program in the District Court in Somerset County.
For information on your case please contact:

District Court ADR Office
251 Rowe Blvd., Suite 307
Annapolis, MD 21401

410-260-1676
Fax 410-260-3536
e-mail: adroffice@mdcourts.gov
web site: www.mdcourts.gov/district/adr/home.html

ST. MARY'S COUNTY

CIRCUIT COURT

FAMILY MEDIATION PROGRAMS

Linda J. Grove
Family Support Services Coordinator
St. Mary's County Circuit Court
P.O. Box 859
Leonardtown, MD 20650

301-475-4689
Fax 301-475-4682
e-mail: lindagrove@co.saint-marys.md.us

The Family Support Services Coordinator (FSC) corresponds with all of the parties (typically by e-mail) to clear dates for mediation. Once a date is cleared by e-mail, then the FSC sends a letter to all of the parties with the date and location of the mediation. A summary is sent to the FSC, and an agreement can either be prepared by the mediator or by one of the attorneys. The FSC typically does not see the agreement. If an agreement is reached, one of the parties will present it to the court on the next scheduled court date.

Child Access (Custody/Visitation) Mediation - Most cases involving custody and/or visitation issues are ordered to mediation. The Court offers mediation from a list of court-approved mediators. The mediations start as two sessions lasting two hours each. The fee is \$100 per person for a two hour session.

CINA / TPR / ADR Mediation – There are a group of 6 trained mediators who conduct dependency mediation, using both the co-mediation model and just one mediator. Cases are referred at any time during the process from shelter care to permanency planning to termination of parental rights. Cases can be referred by the Master for CINA cases and by the Judge for TPR. In addition, a party can contact Family Support Services to refer a case for mediation.

COMMUNITY MEDIATION

Sharon Dodgins
Director
Community Mediation Center of St. Mary's County
P.O. Box 853
41620 Court House Drive, Rear Entrance
Leonardtown, MD 20650

301-475-9118
Fax: 301-394-1971
e-mail: ssdodgins@comcast.net
web site: www.st-marys-mediation.org

The Community Mediation Center of St. Mary's County (CMC) offers free mediation services for a wide variety of inter-personal conflicts and neighborhood-based disputes. CMC recruits and trains volunteers from the community who serve as mediators and represent the diversity of the neighborhoods they serve. The program conducts outreach to help raise awareness of mediation and its uses at the community level.

DISTRICT COURT

District Court ADR Office
251 Rowe Blvd., Suite 307
Annapolis, MD 21401

410-260-1676
Fax 410-260-3536
e-mail: adroffice@mdcourts.gov
web site: www.mdcourts.gov/district/adr/home.html

Civil Mediation Pretrial - Cases are sent to CMC (see above) for mediation before the hearing date. This program is provided at no cost to the participants.

Civil Mediation Day of Trial-Volunteer mediators meet with the participants at the courthouse on the day of trial. Participants do not waive their right to trial. If the case is not resolved at mediation, the trial goes forward. This program is provided at no cost to the participants.

Peace Order Mediation - Cases may be referred to the Community Mediation Program prior to the final hearing or at the time of the final hearing. This program is provided at no cost to the participants.

TALBOT COUNTY

CIRCUIT COURT

FAMILY MEDIATION PROGRAM

Patricia Jordan
Family Support Services Coordinator
Circuit Court for Talbot County
11 N. Washington Street
Easton, MD 21601

410-770-6806
Fax 410-770-6802
e-mail: patricia.jordan@courts.state.md.us

Child Access (Custody/Visitation) Mediation - Most cases involving custody and/or visitation issues are ordered to mediation. The court offers mediation from a list of court-approved mediators. With the court Order, a "mediation packet" is sent to participants describing the process. The fee is \$200 per session for two (2 hour) sessions and the court divides the fee between the participants. Usually 2 sessions are ordered. Fee waivers are available to eligible participants.

Marital Property (Divorce) Mediation - Some cases referred to court-approved mediators for issues of property, alimony, pension, etc. The fees are set by the individual mediators.

COMMUNITY MEDIATION

Community Mediation for Talbot County is serviced by Mid shore Community Mediation Center. For a description of this program please see the listing in Caroline County.

Mid Shore Community Mediation Center
300 Talbot Street, Suite 206
Easton, MD 21601

410-820-5553
Fax is same as phone
e-mail: midshore@marylandmediation.org
web site: www.midshoremmediation.org

DISTRICT COURT

District Court ADR Office
251 Rowe Blvd., Suite 307
Annapolis, MD 21401

410-260-1676
Fax 410-260-3536
e-mail: adroffice@mdcourts.gov
web site: www.mdcourts.gov/district/adr/home.html

Civil Mediation Pretrial - Cases are sent to the local community mediation center for mediation before the trial date. This program is provided at no cost to the participants.

WASHINGTON COUNTY

CIRCUIT COURT

FAMILY MEDIATION PROGRAM

Patricia Witmer
Family Support Services Coordinator
Circuit Court for Washington County
24 Summit Avenue, Room 207
Hagerstown, MD 21704

240-313-2580
Fax 240-313-2541
e-mail: patricia.witmer@courts.state.md.us
web site: www.mdcourts.gov/family/washington.html

Child Access (Custody/Visitation) Mediation - All cases involving custody and visitation are reviewed, and some are ordered to mediation. The Court offers mediation from a list of court approved mediators, and that list is available to the public if they choose mediation on their own. The participants pay the going rate for the mediator to whom the case is assigned, however fee waivers are available to eligible participants through the Family Law Fund.

COMMUNITY MEDIATION

Valerie Main
Washington County Community Mediation Center
101 Summit Avenue
Hagerstown, MD 21740

301-665-9262
Fax 301-371-0173
e-mail: wccmc@wccmc.org
web site: www.wccmc.org

The Washington County Community Mediation Center (WCCMC) offers free mediation services on a sliding scale for a wide variety of inter-personal conflicts, neighborhood-based disputes, and court-related matters. WCCMC recruits and trains volunteers from the community who serve as mediators and represent the diversity of the neighborhoods they serve. The program conducts outreach to help raise awareness of mediation and its uses at the court and community level.

DISTRICT COURT

There currently is no ADR program in the District Court in Washington County.
For information on your case, please contact:

District Court ADR Office
251 Rowe Blvd., Suite 307
Annapolis, MD 21401

410-260-1676
Fax 410-260-3536
e-mail: adroffice@mdcourts.gov
web site: www.mdcourts.gov/district/adr/home.html

STATE'S ATTORNEY'S OFFICE

Sharon Showe
Director of Alternative Sanctions
35 W. Washington St., Suite 103
Hagerstown, MD 21740

240-313-2027
Fax 240-313-2026
e-mail: sshowe@washco-md.net

The Office of the State's Attorney - refers cases to mediation that are non violent in nature such as, interpersonal or neighbor disputes. The cases are screened by the State's Attorney before being referred to The Washington County Community Mediation Center, listed above.

WICOMICO COUNTY

CIRCUIT COURT

FAMILY MEDIATION PROGRAMS

Kimberly Zampese
Family Support Services Coordinator
Circuit Court for Wicomico County
P.O. Box 886 , 4th Floor Courts Bldg.
Salisbury, MD 21803-0886

410-548-7107
Fax 410-334-3114
e-mail: kimberly.zampese@mdcourts.gov
web site: www.mdcourts.gov

Child Access (Custody/Visitation) Mediation - Most cases involving custody and/or visitation issues are ordered to mediation. The Court keeps a list of approved mediators. Participants are ordered to attend a minimum of two, two-hour sessions (after taking a parenting seminar). The fee is divided and a fee waiver program is available. The mediator prepares any Parenting Agreement that is reached for each participant to share with their counsel.

Volunteer Attorney Settlement Panel for Property ADR - The court provides mediation for property and financial issues through volunteer attorneys. This service is free.

COMMUNITY MEDIATION

Michelle Ennis Benn
Director of Mediation and Training
Center for Conflict Resolution, Inc.
Salisbury University
1100 Camden Ave.
Salisbury, MD 21801

410-219-2873
Fax 410-219-2879
e-mail: maennisbenn@salisbury.edu
web site: www.conflict-resolution.org

The Center for Conflict Resolution (CCR) offers free mediation services for a wide variety of interpersonal conflicts and neighborhood-based disputes. CCR recruits and trains volunteers from the community who serve as mediators and represent the diversity of the neighborhoods they serve. The program conducts outreach to help raise awareness of mediation and its uses at the community level.

DISTRICT COURT

District Court ADR Office
251 Rowe Blvd., Suite 307
Annapolis, MD 21401

410-260-1676
Fax 410-260-3536
e-mail: adroffice@mdcourts.gov
web site: www.mdcourts.gov/district/adr/home.html

Civil Mediation Pre-trial - Cases are sent to local volunteer mediators for mediation before the hearing date. This program is provided at no cost to the participants.

Civil Mediation Day of Trial - Volunteer mediators meet with the participants at the courthouse on the day of trial. Participants do not waive their right to trial. If the case is not resolved at mediation, the trial goes forward. This program is provided at no cost to the participants.

STATE'S ATTORNEY'S OFFICE MEDIATION

Nancy Townsend
Program Director / Mediator
Wicomico State's Attorney Office
Courts Building, Courts Street
Salisbury, MD 21801

410-548-4880
Fax 410-860-2425
e-mail: ntownsend@wicomicocounty.org
web site: www.wicomicostatesattorney.com

State's Attorney Misdemeanor Mediation Program - The mediator listens to both parties tell their side of what happened in an effort to understand how the dispute came about, and to learn how each party would like to see the problem resolved. Referrals may be made to agencies in the county to assist the parties in building skills that may be lacking (parenting, budgeting, etc.) or to experts in the field of individual or family counseling. The Mediator does not decide who's right or wrong, he or she merely assists the parties in coming to an acceptable solution.

Cases referred to mediation are minor types of criminal charges such as, trespass, telephone abuse, malicious destruction of property, certain types of assault, intra-family disputes in which present or former spouses, boy/girlfriends, siblings, parents or extended family members are caught up in domestic difficulties. Also, incidents arising out of a multitude of neighbor vs. neighbor disputes are referred prior to criminal charges being filed. There is no fee for this service.

WORCESTER COUNTY

CIRCUIT COURT

CIVIL (NON-FAMILY) & FAMILY MEDIATION PROGRAMS

Anne Turner
Family Support Services Coordinator
Circuit Court for Worcester County
1 West Market Street, Courthouse Room 101
Snow Hill, MD 21863

410-632-5638
Fax 410-632-1729
e-mail: anne.turner@mdcourts.gov

CIVIL (NON FAMILY)

Civil Mediation & Settlement Conferencing Program - The court assigns all pending civil cases to a “civil assignment track” which includes discovery deadlines, mediation, a settlement conference and trial date. Civil mediations are conducted for the court by a panel of court-approved civil mediators and the fee is \$100 per session. Settlement conferences are facilitated by a panel of experienced civil law attorneys and there is no fee for this service.

FAMILY

Child Access (Custody/Visitation) Mediation - Cases involving custody and/or visitation issues are ordered to mediation, offered by a list of court-approved mediators. The fee is \$100 per person, per session, and a sliding scale fee is available.

Marital Property/Alimony (Divorce) Mediation - Cases involving marital property issues are ordered to mediation, often done in conjunction with custody issues. The fee is \$100 per person, per session, and a sliding scale fee is available.

Pro Se Family Mediation - Mediation for cases where participants do not have attorneys. The fee is \$25 per person, per session, and a sliding scale fee is available.

Settlement Conferences - All domestic cases are scheduled for a settlement conference 15 to 30 days prior to trial. A panel of experienced family law attorneys facilitates settlement conferences. There is no fee.

COMMUNITY MEDIATION

Community Mediation for Worcester County is serviced by the Center for Conflict Resolution, Inc. For a description of this program, please see the listing in Wicomico County.

Center for Conflict Resolution, Inc.
1100 Camden Ave.
Salisbury, MD 21801

410-219-2873
Fax 410-219-2879
e-mail: maennisbenn@salisbury.edu
web site: www.conflict-resolution.org

DISTRICT COURT

There currently is no ADR Program in the District Court in Worcester County.
For information on your case please contact:

District Court ADR Office
251 Rowe Blvd., Suite 307
Annapolis, MD 21401

410-260-1676
Fax 410-260-3536
e-mail: adroffice@mdcourts.gov
web site: www.mdcourts.gov/district/adr/home.html

STATE'S ATTORNEY'S OFFICE MEDIATION

Katharine Cropper
Director of Mediation
1 West Market St., Courthouse, Suite 208
Snowhill MD 21863

410-632-2761
Fax 410-632-3250

State's Attorney's Mediation Program - Referrals are made to mediation from citizens complaints. The State's Attorney's Office will refer misdemeanor cases such as 2nd degree assault, neighbor vs neighbor, family or property damage disputes to mediation. If both parties agree to mediation, before a trial date, the mediator will set up a time that is convenient for all participants. This is a free service.

MARYLAND:

Alternative Dispute Resolution Section, Maryland State Bar Association
www.msba.org

Association for Conflict Resolution, Maryland Chapter
www.acresolution.org then follow to Maryland Chapter information.

Community Mediation Maryland
www.marylandmediation.org

District Court of Maryland - ADR Programs
www.mdcourts.gov/district/adr/home.html

Maryland Council for Dispute Resolution
www.mcdr.org

Mediation And Conflict Resolution Office (MACRO)
www.marylandmacro.org

People's Law Library
www.peoples-law.info

NATIONAL:

American Arbitration Association

www.adr.org

American Bar Association, Dispute Resolution Section

www.abanet.org/dispute/home.html

American College of Civil Trial Mediators

www.acctm.org

Association for Conflict Resolution

www.acresolution.org

Association of Family and Conciliation Courts

(Association of Family, Court, and Community Professionals)

www.afccnet.org

Center for Analysis of ADR Systems

www.caads.org

CPR Institute for Dispute Resolution

www.cpradr.org

Institute for the Study of Conflict Transformation

www.transformativemediation.org

International Academy of Mediators

www.iamed.org

Mediate.com The World's Dispute Resolution Channel

www.mediate.com

National Association for Community Mediation

www.nafcm.org

Policy Consensus Initiative

www.policyconsensus.org

Victim Offender Mediation Association

www.voma.org

CONFLICT RESOLUTION TERMS AND PROCESSES

ALTERNATIVE DISPUTE RESOLUTION (ADR) - Generally, alternative dispute resolution (ADR) refers to any process or collection of processes established to resolve disputes without trial or violence. The term “ADR” is often used to refer to a broad category of “ADR processes” such as negotiation, conciliation, mediation, settlement conferences, arbitration, consensus building and community conferencing. In addition, ADR includes conflict management and prevention systems, such as an ombuds office, which can help people decide what dispute resolution process they want to use. Often, one or more ADR processes may be appropriate for resolving certain kinds of disputes. Generally, ADR is not appropriate if someone wants to prosecute serious crime, create a legal precedent or air an issue publicly.

ARBITRATION - a process in which (1) the people in a dispute appear before one or more impartial arbitrators and present evidence and arguments supporting their respective positions, and (2) the arbitrators render a decision in the form of an “arbitration award.” Arbitration is generally “binding” which means that the participants must abide by the arbitrator’s decision, however, the participants can agree prior to the hearing that the decision will be “non-binding.” Binding arbitration is more binding than the judgement of a court because binding arbitration is generally not appealable. Courts can only order arbitration at the request of all parties.

COMMUNITY CONFERENCING - a multi-party process in which all of the people affected by a behavior or a conflict that has caused them harm are convened for a meeting to have a conversation about that situation. The goal of the conference is to create an agreement which will repair the harm. During the conference, all participants have an opportunity to discuss what happened, how they were personally affected, and how the harm can best be repaired. This process may be used in conflicts involving large numbers of people and is often used as an alternative to juvenile court.

CONSENSUS BUILDING - a process generally used to prevent or resolve disputes and/or to facilitate decision making, often within a multi-party dispute, group process or public policy making process. In consensus building processes, one or more neutral facilitators may identify and convene all stakeholders or their representatives, and use techniques to build trust, open communication, and enable all parties to develop options and determine mutually acceptable solutions. Consensus building resembles mediation because the process is about people making their own decisions, opening lines of communication, and developing agreements that everyone can support. Consensus building differs from mediation because it usually involves a larger group of people and is generally used to prevent or resolve disputes about public policy or other complex issues involving several parties, and may involve active facilitator engagement with one or more parties in between formal sessions.

MEDIATION - a process in which the people in a dispute work with one or more impartial mediators who, without providing legal advice, assist the parties in reaching their own voluntary agreement for the resolution of the dispute or issues in the dispute. A mediator may help the parties identify issues and options, assist the parties and possibly their attorneys in exploring the needs underlying their respective positions, and, upon request, record points of agreement reached by the parties. Mediation helps people speak for themselves, and if possible, rebuild their relationships and find lasting solutions to their disputes.

NEGOTIATION - a process where two or more people confer on a matter in an attempt to reach an agreement about a particular issue or issues. In “interest-based” negotiations, the participants work to understand each others needs and reach an agreement that, to the degree possible, meets the interests of all.

NEUTRAL CASE EVALUATION - a process in which (1) people in a dispute appear before an impartial person and present in summary fashion the evidence and arguments supporting their respective positions, and (2) the impartial person renders an evaluation of their positions and an opinion as to the likely outcome of the dispute or issues in the dispute if the action were tried. The neutral person usually has substantial knowledge or experience with issues involved in the dispute. This person’s opinion about how the court might decide the dispute helps people determine appropriate out-of-court settlements.

OMBUDS OFFICES - provide a confidential, neutral and informal process for people in conflict. The ombudsperson may provide advice about resolving the conflict and may help arrange for the people in conflict to use any of the above-mentioned ADR services. The ombuds usually reports to the highest ranking official in an organization, provides statistical data on service delivery and makes recommendations for systemic changes aimed at preventing and managing conflict.

SETTLEMENT CONFERENCE - a conference at which the people in a dispute in court and/or their attorneys, appear before an impartial person in an attempt to resolve the dispute or issues in the dispute by agreement or by means other than trial. A settlement conference may include neutral case evaluation and neutral fact-finding, and the impartial person may recommend the terms of an agreement. The settlement conference facilitator is usually a judge or experienced lawyer who can give informed opinions about how the court might decide the case, discuss how similar cases have been settled, provide advice and suggest agreements.

STANDARDS OF CONDUCT FOR MEDIATORS

MARYLAND PROGRAM FOR MEDIATOR EXCELLENCE

In 2006, the Maryland Program for Mediator Excellence (MPME) adopted Standards of Conduct for Mediators. There are also Standards of Conduct for Mediation, Arbitrators and Other ADR Practitioners that have been adopted by the Circuit Courts. Both of these standards are intended to perform three major functions: to serve as a guide for the conduct of ADR practitioners; to inform the participants involved in ADR processes; and to promote public confidence in ADR processes as a means for resolving disputes or addressing issues. For a copy of the Circuit Court Standards, Contact the Maryland Judiciary's Mediation and Conflict Resolution Office at 410-841-2260, or download them online at: www.courts.state.md.us/macro/rules_standards.html.

The MPME Standards of Conduct for Mediators follows, with some changes, the *Standards of Conduct for Mediators* prepared in 1994 by the American Arbitration Association, the American Bar Association's Section of Dispute Resolution, and the Association for Conflict Resolution¹. A joint committee consisting of representatives from the same successor organizations revised the Model Standards in 2005². Both the original 1994 version and the 2005 revision have been approved by each participating organization.³

Preamble

Mediation is used to resolve a broad range of conflicts within a variety of settings. These Standards are designed to serve as fundamental ethical guidelines for persons mediating in all practice contexts. They serve three primary goals: to guide the conduct of mediators; to inform the mediating parties; and to promote public confidence in mediation as a process for resolving disputes.

Mediation is a process in which an impartial third party facilitates communication and negotiation and promotes voluntary decision making by the parties to the dispute.

Mediation serves various purposes, including providing the opportunity for parties to define and clarify issues, understand different perspectives, identify interests, explore and assess possible solutions, and reach mutually satisfactory agreements, when desired.

¹ The Association for Conflict Resolution is a merged organization of the Academy of Family Mediators, the Conflict Resolution Education Network, and the Society of Professionals in Dispute Resolution (SPIDR). SPIDR was the third participating organization in the development of the 1994 Standards.

² Reporter's Notes, which are not part of these Standards and therefore have not been specifically approved by any organizations, provide commentary regarding these revisions.

³ Proposed language. No organization as of April 10, 2005 has reviewed or approved the 2005 Revision.

Note on Construction

These Standards are to be read and construed in their entirety. There is no priority significance attached to the sequence in which the Standards appear.

The use of the term “shall” in a Standard indicates that the mediator must follow the practice described. The use of the term “should” indicates that the practice described in the standard is highly desirable, but not required, and is to be departed from only for very strong reasons and requires careful use of judgment and discretion.

The use of the term “mediator” is understood to be inclusive so that it applies to co-mediator models.

These Standards do not include specific temporal parameters when referencing a mediation, and therefore, do not define the exact beginning or ending of a mediation.

Various aspects of a mediation, including some matters covered by these Standards, may also be affected by applicable law, court rules, regulations, other applicable professional rules, mediation rules to which the parties and mediators have agreed, and other agreements of the parties. These sources may create conflicts with, and may take precedence over, these Standards. However, a mediator should make every effort to comply with the spirit and intent of these Standards in resolving such conflicts. This effort should include honoring all remaining Standards not in conflict with these other sources.

These Standards do not have the force of law until adopted by a regulatory authority.

STANDARD I. SELF-DETERMINATION

- A. A mediator shall conduct a mediation based on the principle of party self-determination. Self-determination is the act of coming to a voluntary, uncoerced decision in which each party makes free and informed choices as to process and outcome. Parties may exercise self-determination at any stage of a mediation, including mediator selection, process design, participation in or withdrawal from the process, and outcomes.
1. Although party self-determination for process design is a fundamental principle of mediation practice, a mediator may need to balance such party self-determination with a mediator’s duty to conduct a quality process in accordance with these Standards.
 2. A mediator cannot personally ensure that each party has made free and informed choices to reach particular decisions, but, where appropriate, a mediator should make the parties aware of the importance of consulting other professionals to help them make informed choices.⁴

⁴ This section does not intend that the mediator is responsible for making an assessment of the parties' needs and recommendations regarding professional services that should be consulted. Nor does the section place an affirmative duty on the mediator to insist that parties consult other professionals.

- B. A mediator shall not undermine party self-determination by any party for reasons such as higher settlement rates, egos, increased fees, or outside pressures from court personnel, program administrators, provider organizations, the media or others.

STANDARD II. IMPARTIALITY

- A. A mediator shall decline a mediation if the mediator cannot conduct it in an impartial manner. Impartiality means freedom from favoritism, bias or prejudice.
- B. A mediator shall conduct a mediation in an impartial manner and avoid conduct that gives the appearance of partiality.
 - 1. A mediator should not act with partiality or prejudice based on any participant's personal characteristics, background, values and beliefs, or performance at a mediation, or any other reason.
 - 2. A mediator should neither give nor accept a gift, favor, loan or other item of value that raises a question as to the mediator's actual or perceived impartiality.
 - 3. A mediator may accept or give de minimis gifts or incidental items or services that are provided to facilitate a mediation or respect cultural norms so long as such practices do not raise questions as to a mediator's actual or perceived impartiality.
- C. If at any time a mediator is unable to conduct a mediation in an impartial manner, the mediator shall withdraw.

STANDARD III. CONFLICTS OF INTEREST

- A. A mediator shall avoid a conflict of interest or the appearance of a conflict of interest during and after a mediation. A conflict of interest can arise from involvement by a mediator with the subject matter of the dispute or from any relationship between a mediator and any mediation participant, whether past or present, personal or professional, that reasonably raises a question of a mediator's impartiality.
- B. A mediator shall make a reasonable inquiry to determine whether there are any facts that a reasonable individual would consider likely to create a potential or actual conflict of interest for a mediator. A mediator's actions necessary to accomplish a reasonable inquiry into potential conflicts of interest may vary based on practice context.
- C. If a mediator learns or knows of any fact or circumstance that reasonably could be seen as creating a potential or actual conflict of interest, the mediator shall, as quickly as possible: (1) decline to accept the mediation, either with or without disclosure if the mediation has not

begun; or (2) withdraw from the mediation, either with or without disclosure, if the mediation has begun, or (3) disclose the conflict to the parties and if all parties and the mediator agree, proceed with the mediation.

- D. If a mediator's conflict of interest might reasonably be viewed as undermining the integrity of the mediation, a mediator shall withdraw from or decline to proceed with the mediation regardless of the expressed desire or agreement of the parties to the contrary.
- E. Subsequent to a mediation, a mediator shall not establish another relationship with any of the participants in any matter that would raise questions about the integrity of the mediation. When a mediator develops personal or professional relationships with parties, other individuals or organizations following a mediation in which they were involved, the mediator should consider factors such as time elapsed following the mediation, the nature of the relationships established, and services offered when determining whether the relationships might create a perceived or actual conflict of interest.

STANDARD IV. COMPETENCE

- A. A mediator shall mediate only when the mediator has the necessary competence to satisfy the reasonable expectations of the parties.
 - 1. Any person may be selected as a mediator, provided that the parties are satisfied with the mediator's competence and qualifications. Training, experience in mediation, skills, cultural understandings and other qualities are often necessary for mediator competence. A person who offers to serve as a mediator creates the expectation that the person is competent to mediate effectively.
 - 2. A mediator should attend educational programs and related activities to maintain and enhance the mediator's knowledge and skills related to mediation.
 - 3. A mediator should have available for the parties', information relevant to the mediator's training, education, experience and approach to conducting a mediation.
- B. If a mediator, during the course of a mediation, determines that he or she cannot conduct the mediation competently, the mediator shall, as soon as is practicable, do one of the following: (1) discuss that determination with the parties and take appropriate steps to address the situation, including, but not limited to, withdrawing or requesting appropriate assistance; or (2) withdraw from the mediation without disclosing the reason.
- C. If a mediator's ability to conduct a mediation is impaired by drugs, alcohol, medication or otherwise, the mediator shall not conduct the mediation.

STANDARD V. CONFIDENTIALITY

- A. A mediator shall maintain the confidentiality of all information obtained by the mediator in mediation, unless otherwise agreed to by the parties and the mediator or required by applicable law.
1. If the parties to a mediation and the mediator all agree that the mediator may disclose information obtained during the mediation, the mediator may do so.
 2. A mediator should not communicate to any non-participant information about how the parties acted in the mediation. A mediator may report, if required, whether parties appeared at a scheduled mediation and whether or not the parties reached a resolution.
 3. If a mediator participates in teaching, research or evaluation of mediation, the mediator should protect the anonymity of the parties and abide by their reasonable expectations regarding confidentiality.
- B. A mediator who meets with any persons in private session during a mediation shall not convey directly or indirectly to any other person, any information that was obtained during that private session without the consent of the disclosing person.
- C. A mediator shall promote understanding among the parties of the extent to which the parties will maintain confidentiality of information they obtain in a mediation.
- D. Depending on the circumstance of a mediation, the parties may have varying expectations regarding confidentiality that a mediator should address. The parties and the mediator may make their own rules with respect to confidentiality, or the accepted practice of an individual mediator or institution may dictate a particular set of expectations.

STANDARD VI. QUALITY OF THE PROCESS

- A. A mediator shall conduct a mediation in accordance with these Standards.
1. A mediator should agree to mediate only when the mediator is prepared to commit the attention essential to an effective mediation.
 2. A mediator should only accept cases when the mediator can satisfy the reasonable expectation of the parties concerning the timing of a mediation.
 3. The presence or absence of persons at a mediation depends on the agreement of the parties and the mediator. The parties and mediator may agree that others may be excluded from particular sessions or from all sessions.

4. A mediator should promote honesty and candor between and among all participants, and a mediator shall not knowingly misrepresent any material fact or circumstance in the course of a mediation.
 5. The role of a mediator differs substantially from other professional roles. Mixing the role of a mediator and the role of another profession is problematic and thus, a mediator shall distinguish between the roles. A mediator may provide information that the mediator is qualified by training or experience to provide, only if the mediator can do so consistent with these Standards.
 6. A mediator shall not conduct a dispute resolution procedure other than mediation and label it mediation.
 7. A mediator may recommend, when appropriate, that parties consider resolving their dispute through arbitration, counseling, neutral evaluation or other processes.
 8. A mediator shall not undertake an additional dispute resolution role in the same matter without the consent of the parties. Before providing such service, a mediator shall inform the parties of the implications of the change in process and obtain their consent to the change. A mediator who undertakes such role assumes different duties and responsibilities that may be governed by other standards.
 9. If a mediation is being used to further criminal conduct, a mediator should take appropriate steps, if necessary, including postponing, withdrawing from or terminating the mediation.⁵
 10. If a party appears to have difficulty comprehending the process, issues, or settlement options, or difficulty participating in a mediation, the mediator should explore the circumstances and potential accommodations, modifications or adjustments that would make possible the party's capacity to comprehend, participate and exercise self-determination.
- B. If a mediator is made aware of domestic abuse or violence among the parties, the mediator shall, if necessary, take appropriate steps including postponing, withdrawing from or terminating the mediation.⁶

⁵ As set out in the Note on Construction, mediators should be mindful that “some matters covered by these Standards may also be affected by applicable law, court rules, regulations, other applicable professional rules, mediation rules to which the parties and the mediator have agreed, and other agreements of the parties.”

⁶ Domestic abuse or violence includes child, spousal, and elder abuse and violence. ADR professionals should be sensitive to child maltreatment issues and domestic violence abuse and violence issues, and know how to respond appropriately. *See also* the Maryland Judiciary's Family Court ADR Program Best Practices.

- C. If a mediator believes that participant conduct, including that of the mediator, jeopardizes conducting a mediation consistent with these Standards, a mediator shall take appropriate steps including, if necessary, postponing, withdrawing from or terminating the mediation.

STANDARD VII. ADVERTISING AND SOLICITATION

- A. A mediator shall be truthful and not misleading when advertising, soliciting or otherwise communicating the mediator's qualifications, experience, services and fees.
 - 1. A mediator should not include any promises as to outcome in communications, including business cards, stationery, or computer-based communications.
 - 2. A mediator should only claim to meet the mediator qualifications of a governmental entity or private organization if that entity or organization has a recognized procedure for qualifying mediators and it grants such status to the mediator.
- B. A mediator shall not solicit in a manner that gives an appearance of partiality for or against a party or otherwise undermines the integrity of the process.
- C. A mediator shall not communicate to others, in promotional materials or through other forms of communication, the names of persons served without their permission.

STANDARD VIII. FEES AND OTHER CHARGES

- A. A mediator shall provide each party or each party's representative true and complete information about mediation fees, expenses and any other actual or potential charges that may be incurred in connection with a mediation.
 - 1. If a mediator charges fees, the mediator should develop them in light of all relevant factors, including the type and complexity of the matter, the qualifications of the mediator, the time required and the rates customary for such mediation services.
 - 2. A mediator's fee arrangement should be in writing unless the parties request otherwise.
- B. A mediator shall not charge fees in a manner that impairs a mediator's impartiality.
 - 1. A mediator should not enter into a fee agreement which is contingent upon the result of the mediation or amount of the settlement.
 - 2. While a mediator may accept unequal fee payments from the parties, a mediator should not allow such a fee arrangement to adversely impact the mediator's ability to conduct a mediation in an impartial manner.

STANDARD IX. ADVANCEMENT OF MEDIATION PRACTICE

- A. A mediator should act in a manner that advances the practice of mediation. A mediator promotes this Standard by engaging in some or all of the following:
1. Fostering diversity within the field of mediation.
 2. Striving to make mediation accessible to those who elect to use it, including providing services at a reduced rate or on a pro bono basis as appropriate.
 3. Participating in research when given the opportunity, including obtaining participant feedback when appropriate.
 4. Participating in outreach and education efforts to assist the public in developing an improved understanding of, and appreciation for, mediation.
 5. Assisting newer mediators through training, mentoring and networking.
- B. A mediator should demonstrate respect for differing points of view within the field, seek to learn from other mediators and work together with other mediators to improve the profession and better serve people in conflict.

This Guide is published by the Maryland Judiciary's Mediation and Conflict Resolution Office (MACRO). It will be updated on an annual basis. If you know of any ADR services that should be listed in this Guide but are not or see errors in any listings, please call MACRO at 410-841-2260, so that we can update and correct the Guide.



Mediation and Conflict
Resolution Office

900 Commerce Road
Annapolis, MD 21401

410-841-2260

web site: www.marylandmacro.org