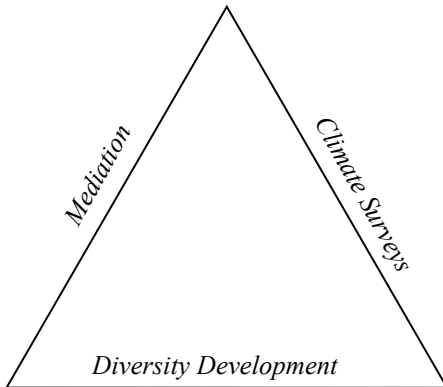


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CONFLICT RESOLUTION

PEACE IS LIBERTY IN
TRANQUILITY *



- Comparing results of workplace climate surveys, exit interviews, performance evaluation and grievance procedure analyses with company objectives with recommendations for alternative solutions.
- Using the five approaches to diversity development for an active diversity effective organization. Evaluating complaint handling procedures to add creative problem solving techniques that comply with federal and state standards and decrease behavioral liabilities and risks.
- Offering mediation and other alternative dispute resolution techniques to resolve employee, student, and customer behavioral issues.
- Discovering one of the various employment accommodations applicable to each organization's unique situation that will also not lower quality or production standards.



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