TRAINING SCHOOL SPORT MANAGERS TO RESOLVE DISPUTES

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Sport disputes

- Bullying/violence
- Discipline
- Harassment
- Team selection/roles
- Referee decisions
- Doping
- Gender
- Player transfers
- Employment/sacking
- Image rights
- Sponsorships
Dispute resolution processes

- Litigation
- Arbitration
- Negotiation
- Mediation
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<th>Dispute resolution processes</th>
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ADR
Dispute resolution in sport

Litigation

Arbitration
- Referees, Disciplinary Committees
- Informal by sport leaders
- Court of Arbitration for Sport (CAS)
- National Sport Dispute Centers

Mediation
- Mediation in CAS
- Sport Ombudsperson

Negotiation
- Parties resolving own disputes
Sport dispute centers
Why does this matter?

Conflict generates costs

- Stress, low morale
- Lost athletes, supporters, collaborators
- Wasted time and resources
- …
Why does this matter?

Costs can be minimized

Training

Roles

Dispute systems
Training: formal & informal

- People skills
  - Communication
  - Relationship building
  - Leadership

- Dispute management
  - Rules/policies
  - Negotiation
  - Mediation
Bringing it all together: Dispute systems
School Sport Australia

**Arbitration** (?)
- **Appeal panel** makes final decision
- **SSA Welfare Committee** may recommend further action
- **Team management decides**, consulting with school sport association

**Mediation**
- **Team management talks** to student(s) & others

**Negotiation**

**Prevention**
- Rules & communication
- Codes of Conduct
- Student Participation Agreements
What can we do?

**School sport manager**
- Look for formal and informal *training*
- Focus on great *communication*
- Contribute to school sport *rules/policies*
- Act and develop as a *mediator*

**School Principal**
- Create *training* opportunities
- Publish a *Sport Manual*
- Hire a school *ombudsperson*
- Launch a *student mediation* project

**School sport organization**
- Implement a *training program*
- Propose standard *Codes of Conduct*
- Publish a *Dispute Manual*
- Launch a school sport *dispute system*
GRÀCIES!

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References