

CONFLICT RESOLUTION POLICY	
Authority	Content
<p><i>Clauses 13 & 14</i></p> <p><i>Handweavers, Spinners and Dyers Guild of Tasmania Inc. Constitution of 2021</i></p> <p><i>Approved by Committee 14 November 2019</i></p> <p><i>Reviewed by Committee and Tabled AGM: 14/03/2023</i></p>	<p>Aims</p> <p>Policy provides guidelines to resolve both one on one disagreement and disharmony within groups.</p> <p>Unlawful activity</p> <p>Any unlawful activity should be reported immediately to both the Police and Executive of the Guild.</p> <p>Disagreements between individual members and with the Committee</p> <p>Disagreements which are not able to be resolved privately and impinge on both the operation of the Guild and the comfort of other members can be resolved by the Executive, or a Group convenor and two other members of the Group on behalf of the Executive in regional areas, in the following manner:</p> <ol style="list-style-type: none"> a. Executive or Group convenor, or delegate of the Committee to arrange separate meetings with both parties at which the following process should occur: <ol style="list-style-type: none"> i. A statement of Guild constitutional obligations regarding membership is made; ii. Each party is given the opportunity to put forward a solution to the problem; and iii. Subsequent meetings may be required to reach a consensus resolution; b. In the event no consensus solution is attainable, the matter is to be referred to the Committee to determine a pathway forward. <p>Discord within Groups</p> <p>Collective disagreements involving more than two parties within Groups:</p> <ol style="list-style-type: none"> a. Matters should be resolved internally if at all possible. It may be appropriate to invoke the strategies indicated for resolution of individual disagreements. b. If the conduct of members within Groups is contrary to the aims of the Guild, it impinges on the operation and comfort of the Group, and the matter comes to the attention of the

	<p>Committee, the Group may lose its approved status under Clause 13 of the Constitution.</p> <p>c. There is also no impediment to the operation of two separate groups in any given area.</p>
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