

QUALIFIED MEDIATOR DESIGNATION (Q.Med)

This designation is to recognize practitioners who have completed sufficient mediation and related dispute resolution training to be qualified to practice as mediators. It is an intermediate step for mediators working to receive their Chartered Mediator designation.

The designation assists the mediator by providing a nationally recognized credential to show that the mediator has met minimum nationally set standards for training and/or experience as a mediator. Since these standards are minimum national standards, regional affiliates may set higher local standards if they so desire.¹

The designation will assist the public to select a mediator who has been reviewed to determine if that mediator is qualified by training and/or experience to conduct mediations.

COMMON ISSUES THAT A QUALIFIED MEDIATOR MIGHT MEDIATE INCLUDE:

- Contracts
- Landlord & tenant
- Institutions
- Environment
- Real Estate & Property
- Governments & Agencies
- Employment
- Workplace
- Diversity
- Health & Wellness
- Family Business
- Neighbourhood
- Professional Services
- Trades (Automotive purchase/repair)
- Sports & Recreation
- Court diversion
- Family Mediation/Parenting

REQUIREMENTS FOR Q.MED STATUS

To achieve a Q.Med from the ADR Institute of Ontario, a mediator must fulfill all of the following requirements.

A. Membership

A Q.Med candidate must be a member in good standing of both the ADR Institute of Ontario and the ADR Institute of Canada.

¹ Requirements of ADR Institute of Ontario exceed those set by the National organization.

B. Education and Training

A Q.Med candidate must complete a minimum of 10 days (80 hours) of Conflict Resolution Training, broken down as per (i) and (ii).

(i) Basic Mediation Training

Completion of a basic mediation course or courses totaling a minimum of 5 full days (approximately 40 hours). It is expected that this training will be comprised of either one or two courses spanning the 5 days, and not 5 separate, individual workshops. The 5 days of training must cover ALL of the following areas:

- Interest-based Mediation Process and Skills
- Conflict Resolution
- Negotiation
- Communication Skills
- Ethics in dispute resolution

(ii) Specialized Mediation and Related Training

Candidates must also have completed an additional 5 days (40 hours) of training covering appropriate topics for their area of specialty. This training may comprise smaller, more specialized days of training of any reasonable and appropriate length. Examples of such training include the following list of advanced and elective courses. Candidates are encouraged to submit details of relevant training, e.g. Courses that may include but are not limited to the following list.

- Advanced Mediation
- Multiparty Negotiation Strategies
- How to start a Mediation Business
- Designing Systems for Conflict Management in Organizations
- Arb/Med – Med/Arb: When and How to Use Them
- Mediation: Case Development
- Influence of Culture on Conflict Resolution Approaches
- Resolving Difficult Workplace Issues
- Employment/Labour Dispute Resolution
- Family Mediation
- Commercial Dispute Resolution
- Court Process and Mediation
- General Insurance Mediation
- Civil Procedure

(iii) Documentation

Q.Med candidates are required to submit copies of certificates or course grade reports or other proof of educational requirements acceptable to ADRIO.

C. Experience

Requirements

Candidates must submit documentation of satisfactory completion of two (2) actual mediations (paid or unpaid), or one (1) actual mediation, plus one co-mediation (paid or unpaid).

D. Continuing Education and Engagement and Ongoing Practice Requirement

Within 3 years of the Q.Med designation being awarded, the candidate must:

- (i) Accumulate 60 points for Continuing Education and Engagement. A total of 20 excess points can be carried over to the next Continuing Education period. Q.Meds use the approved Chartered Mediator Continuing Education point system.
- (ii) Complete and provide documentation of one (1) additional actual mediation, paid or unpaid, solo or co-mediated, within 3 years of the designation being awarded.

E. Professional Liability Insurance

All self employed Q.Med candidates are required to submit evidence of applicable professional liability insurance coverage. A minimum of \$1,000,000 is recommended. A Q.Med's insurance status will be shown on the ADRIC website.

F. Fees

The Q.Med fee is \$200 plus HST. The ongoing annual fee for maintaining the designation is \$90 per year, in addition to membership dues.

ALTERNATIVE QUALIFICATIONS

Candidates for the Q.Med designation who do not meet these qualifications may submit details of their prior knowledge, and skill development, based on relevant:

- (i) education
- (ii) training and
- (iii) experience

for review by ADRIO. While a Skills Assessment is not required for Q.Med designation, the ADRIO reserves the right to require one at its discretion.

APPLICATION FORMS To apply for Qualified Mediator status, print, complete and return the Application Form to ADRIO along with the required fees and supporting documentation.