

Vision

We create a quality of connection that inspires compassionate giving and receiving.

Needs/Requests

- **Connection, cooperation, communication.** We feel connected to our community because we work together to keep our lines of communication open.
- **Empathy, safety, teamwork, support.** We feel safe when we bring our conflicts forward for resolution because we are welcomed with empathy and support.
- **Honesty, integrity, presence, trust.** We build trust, respect and connection because our community members are attentive to our issues and act with integrity when working through a problem.
- **Joy, ease, harmony.** We are grateful that we live in a community that is willing to work with us to resolve our conflicts.

Vision and Values

Our Conflict Resolution policy supports our community Vision and Values as follows:

- **Vision.** CoHo is a cohousing community that is designed to encourage interactions between people and enrich our lives with the pleasure of cooperation and friendship.
- **Sharing Our Lives.** We strive to build a community where we can all belong for a lifetime.
- **Safety and Trust.** A feeling of safety and trust is a key component of community. We foster this element within our community by respecting each other's beliefs, accepting each other as individuals, and communicating openly and honestly.

Facts

Assistance from third parties is often useful when two parties cannot resolve a conflict between themselves.

Assumptions

- Compassionate communication assists in resolving conflict.
- Supporting each other can improve our relationships and quality of life.
- Mediation is often a useful strategy.

Policy

Foremost, it is important to remember that we are a community and that we have agreed that our relationships are important. We also accept conflict as natural and agree that the following is the preferred process to be used whenever a conflict arises within the community.

1. Persons in conflict will attempt to solve problems by first dealing directly with each other, using CoHo communication skills.
2. If either party so wishes, a third party agreed to by both parties can be asked to assist.
3. When a conflict arises that the parties can't resolve directly, any community member can seek assistance from the Mediation Team.
4. The Mediation Team, in consultation with the parties in conflict, will recommend and organize a conflict resolution method.
5. When a conflict remains unresolved after a particular resolution method has been tried, the Mediation Team and the parties in conflict may select a different option from the Mediation Team's menu of conflict resolution methods.

Ratified

This policy was created and initially approved March 27, 2005.

This policy was revised and approved by CoHo community consensus on July 20, 2014.