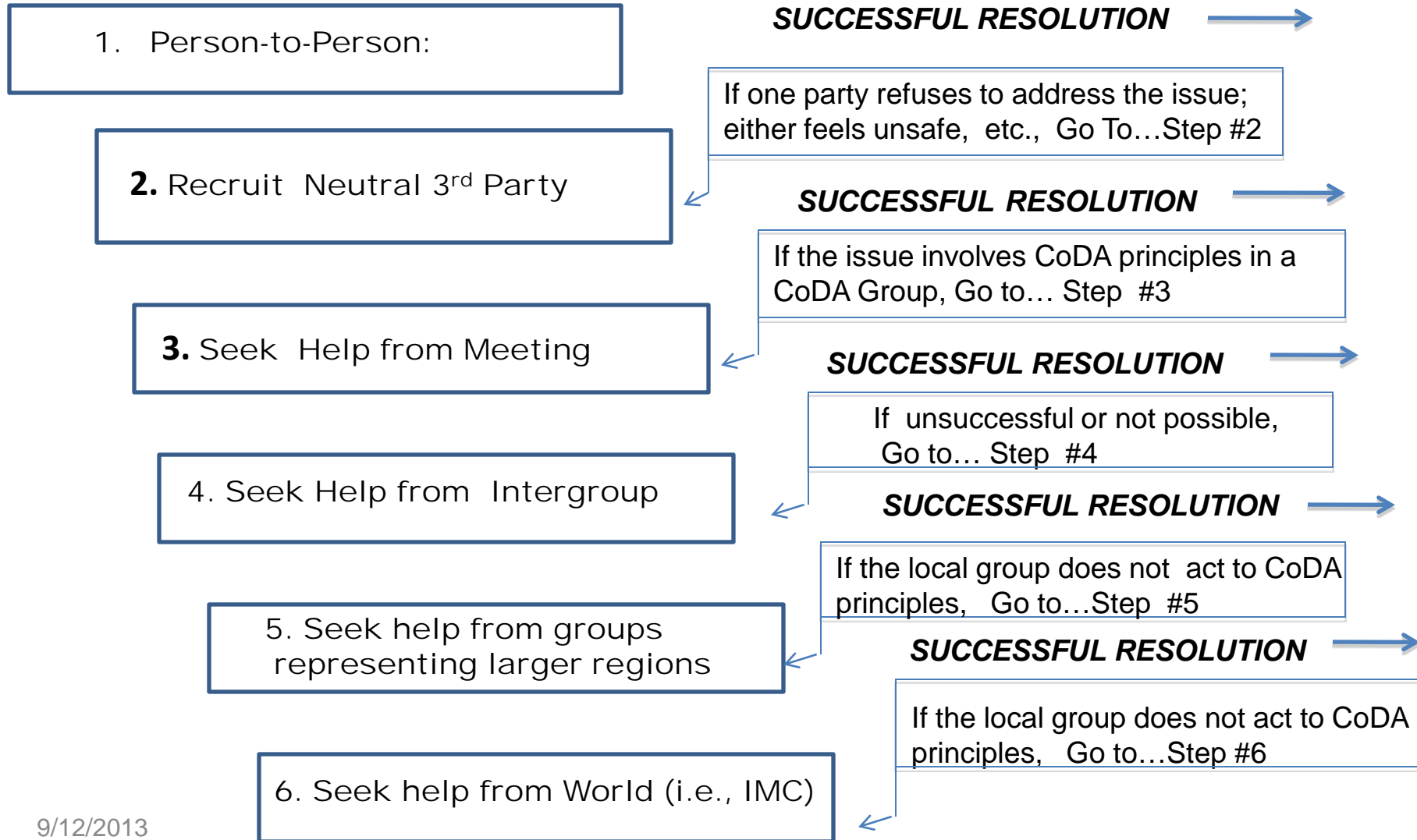


Dealing With Disagreements

From the Local Level to World Service - Process Diagram

Disagreements in CoDA are opportunities for growth since healthy resolution requires us to act with courage, humility and honesty.
Winning should not be the goal.



DEALING WITH DISAGREEMENTS – Textual Presentation

Disagreement, Mediation and Resolution in Our Group Conscience Process (DMROGCP) FSM Section Two provides guidance that can be used for the resolution of disagreements at all levels of our fellowship. . The following summarizes and supplements it. If the issue clearly involves the group, start at #3.

#1, PERSON TO PERSON:

Resolve the issue between the individuals involvedIf one party refuses to address the issue or the other party feels unsafe, GO TO...

#2, RECRUITING SOME HELP:

Recruit a neutral third party trusted by both to witness and support resolution....If resolution does not result from this and the issue is a personal one, limiting contact with that person may be best....If the issue involves CoDA principles in a CoDA group, GO TO...

#3, SEEKING HELP FROM LOCAL MEETING:

Go to a local meeting group; present the issue; focusing on CoDA principles. Ask for a Group Conscience, (see DMROGCP)....If this is unsuccessful or not possible, GO TO....

#4, SEEKING HELP FROM INTERGROUP:

Present the issue to the local Intergroup (if you have one) for a Group Conscience decision (see DMROGCP)....If the Intergroup does not seem to be acting according to CoDA principles, GO TO...

#5, SEEKING HELP FROM GROUPS REPRESENTING LARGER REGIONS:

Seek additional support from your Regional group (if you have one); continue to present the issue(s)....If this group does not seem to be acting according to CoDA principles, GO TO...

#6, SEEKING HELP FROM WORLD SERVICE:

Seek help from Issues Mediation Committee of CoDA World Service (imc@codas.org)

9/12/2013 IMC will begin by asking about these previous steps.

DEALING WITH DISAGREEMENTS (Con't.)

IN GENERAL:

- ❑ Take responsibility for one's own words and actions
- ❑ Keep the focus on CoDA principles rather than on beliefs about personalities
- ❑ Respect boundaries - CoDA unity is violated when third parties take sides in personal disagreements
- ❑ Use behavioral rules such as:
 - ✓ Agree to study DMROGCP before meeting together
 - ✓ State issues in writing
 - ✓ Start by agreeing on the goal being sought from the discussion
 - ✓ Provide equal opportunities to speak, using timer if needed
 - ✓ Agree on thirty second rule in groups (see DMROGCP)