



# DISPUTE RESOLUTION PROCEDURE CHARTER

## 1. Purpose

This Charter establishes the private, honor-based framework for addressing and resolving disputes that may arise among Members of the “Shield of Souls” Assembly (“the Assembly”). The procedures herein are intended to safeguard unity, preserve dignity, and uphold justice under natural and divine law.

## 2. Principles and Scope

- (a) All Assembly disputes are to be addressed internally, in peace and good faith, without recourse to external or statutory forums unless all internal remedies are exhausted or otherwise mutually agreed.
- (b) This Charter applies to all matters of interpersonal conflict, governance disagreement, breach of Assembly standards, or concerns of harm or injustice among Members.

## 3. Steps in the Dispute Resolution Process

### Step 1: Private Resolution

- (a) Members are encouraged to seek informal, direct dialogue with the other party(ies) involved, aiming for understanding, forgiveness, and restoration without further escalation.
- (b) If resolution is reached, a brief record may be submitted to the Assembly Preserver noting the matter closed.

### Step 2: Mediation by Agreed Third Party

- (a) If private effort is unsuccessful, the disputants may jointly select a mutually trusted Assembly Member or elder to serve as Mediator.
- (b) The Mediator shall listen to all perspectives, facilitate fair dialogue, and help guide the Members toward voluntary resolution.
- (c) The result and any agreed terms shall be summarized and recorded with the Assembly, maintaining privacy.

**Step 3: Council Review**

- (a) If mediation fails or is refused, either party may request review by an impartial Council or Circle of Shields (COS).
- (b) The Council will hear each side, review relevant facts or statements, and may invite additional testimony if required.
- (c) The Council will issue recommendations or a proposed resolution in the spirit of Assembly principles.
- (d) If a party disagrees, their dissent is recorded, and all reasonable efforts to find remedy must still be sought.

**Step 4: Arbitration (if needed)**

- (a) Should resolution remain elusive, parties may—by mutual written agreement—submit the matter to binding or advisory arbitration by one or more neutral arbitrators, whose good-faith findings shall be respected and implemented where possible.
- (b) The terms and outcome of arbitration must be documented and added to Assembly records.

**Step 5: Final Good-Faith Assembly Review**

- (a) If all above steps fail and the dispute threatens Assembly peace, unity, or function, the matter may, as a last resort, be brought before the Assembly at large for collective discernment and decision, with due notice to all parties.
- (b) Any party refusing good faith participation in these steps may, upon Assembly consensus, be subject to corrective measures, including censure, suspension, or (in extreme cases) peaceful removal.

**4. Privacy, Recordkeeping, and Healing**

- (a) All proceedings are held in confidence; records are private and accessible only to directly involved Members or as required for Assembly integrity.
- (b) After resolution, the Assembly encourages practices of reconciliation, forgiveness, and, where needed,



restorative steps to rebuild trust.

## 5. Reservation of Rights and Ongoing Duty

(a) The right of any Member to seek natural justice or additional remedy is never entirely waived, but all commit to exhaust peaceful internal procedure first.

(b) All Members affirm their duty to uphold the honor, privacy, and sovereignty of all parties throughout every step.

## 6. Amendments

This Charter may be amended by supermajority consent of the Assembly, with all Members notified of adopted changes.

## 7. Affirmation

Ratified this \_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_, for the benefit of current and future Members.

"Chief Lead" "Founder" \_\_\_\_\_

**Name:** Ethan Allen UST    **Date:** \_\_\_\_\_

