



# Professional Resolution Process (PRP<sup>SM</sup>)

## **Purpose of the Professional Resolution Process (PRP<sup>SM</sup>)**

- The Professional Resolution Process (PRP) is an Alternative Dispute Resolution (ADR) program and service offered by SCI to its Client Companies and Members.
- The PRP is designed to promote quick resolution of workplace issues and disagreements using a 4-Step Process.
- The PRP does not prevent Members from filing and pursuing proceedings before the Equal Employment Opportunity Commission (EEOC) and/or other state and local Human Rights Commission agencies.

## **Benefits of the PRP**

- Strengthens the traditional Open Door Policy by formalizing a plan to keep communication open.
- Provides an SCI Employee Relations Professional (ERP) dedicated to, and experienced in, assisting Members and Client Companies to resolve workplace disputes.
- Promotes fair treatment of all Members by offering a procedure to address their concerns in a timely manner.
- Promotes a productive, supportive and harmonious work environment by assisting Members and Employers to resolve workplace disputes expeditiously.
- Helps to avoid the financial and emotional expense of long court battles.

## **The PRP 4-Step Process**

1. Open Door Policy
2. Assistance of the SCI Employee Relations Professional (ERP)
3. Mediation (*Optional*)
4. Non-Jury Trial

## **Learn More About the PRP and SCI**

[Post information about the PRP](#) in your workplace for your Members.

Visit our website at [www.scicompanies.com](http://www.scicompanies.com) or email [info@scicompanies.com](mailto:info@scicompanies.com).

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