Self-Resolution:
Meet/discuss with the person whom you have a concern or conflict and engage in a constructive conversation to outline and address the concern/conflict.

If the concern is resolved and a commitment is agreed to by the parties:

- Yes: Stop there.
- No: Work with supervisor to discuss.

If the concern is not resolved:

- No: Connect with CAM People Operations/HR to discuss the situation, methods used to resolve, triage the type of conflict and desired outcome, and determine the best pathway to resolve the conflict forward.

If a referral is made to another system:

- Yes: Did that work? If yes, stop there. If no, continue to the next step.
- No: Connect with CAM People Operations/HR to gather resources for other assisted mechanisms outside of CAM.

Types of referrals:
- Office of Equity
- Title IX
- Legal
- Ombuds Office

Work with external resources to resolve the conflict.