

CLEAR Institute Conflict Resolution

CLEAR Institute has a policy of quality control by membership participation. It is a fact that there will be disagreements between practitioners. It is CLEAR Institute's policy that "Conflict Clarifies".

This been said, conflicts are to be handled in a professional manner.

The Rules of Engagement are:

- It's Ok to disagree.
- No opinion is valid unless it is backed by literature or logic (preferably both) - old Japanese principle, don't bring opinions, bring numbers.
- Emotions other than excitement, eagerness to share or learn information, and love of your fellow chiropractor or person are banned. (It takes longer for your colleagues to objectively respond to you if first they have to filter your emotion out of the correspondence).
- We judge opinions, not people, at all times.
- No negative personal statements are allowed.
- Accommodations, not assimilation, is the order of the day.
- There is no such thing as a stupid question.
- No criticisms are allowed without an accompanying suggestion for improvement
- Do not shoot the messenger.
- Take at least one thing away that will make you a better chiropractor or person and share it with a colleague.

This being said, it is necessary to clarify and correct the conflicts for the future:

Anonymous disagreements will not be given a response. All names must be included and rumors or hearsay will be disregarded.

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Problem:

(Stated in a simple, singular manner. If there is more than one problem, each problem must be on a separate form.)

Details:

(Please explain the details of the problem)

Solution:

(No problem will be considered if there is not a proposed solution. Please remember to “walk a mile in the other person’s shoes”)

Action:

CLEAR Institute will discuss the problem with whoever may be the best authority in the manner. The parties will be contacted and encouraged to institute communication and discussion. If at that point, there is not a resolution, CLEAR will mediate a conference call with all involved parties. Clarifications of conflicts takes patience.