



CONSTITUTION AND RULES

1. The name of the organisation is the DEFENCE INDUSTRY COURSES ALUMNI (hereinafter called "DICA").
2. DICA is established for the purposes set out in the Statement of Purpose.

STATEMENT OF PURPOSE

3. The objectives of DICA are as follows:
 - a. To promote a continuing interest by members and the public in Defence Industry matters with particular emphasis on the promotion of Australian industrial and business resources for defence applications, the promotion of linkages between industry, business and the Department of Defence and the encouragement of defence related science, research and technology.
 - b. To foster friendship, understanding and mutual cooperation between members.
 - c. To maintain an avenue for contact between all Industrial Mobilisation Course (IMC) and Defence and Industry Study Course (DISC) graduates, particularly between graduates of different courses.
 - d. To provide a facility for the presentation and publication of ideas and opinions of Defence Industry interest.
 - e. To offer advice to the Department of Defence on future programs and activities related to industry participation in defence programs.

POWERS OF DICA

4. DICA shall have all the powers of a legal person – in particular the power to enter into contracts, sue and be sued.
5. Reserved.

DICA RULES INTERPRETATION

6. In these Rules:
 - a. "DICA" means the Defence and Industry Courses Alumni.
 - b. "The National Council" means the elected members, ex-officio members, and co-opted members elected or appointed to conduct the business of DICA.
 - c. "Secretary" means any person elected or appointed to perform the duties of secretary of DICA and includes an Honorary Secretary.
 - d. Expressions referring to writing shall, unless the contrary intention appears, be construed as including references to printing, lithography, photography, and other modes of representing or

reproducing words in a visible form.

e. "The Law" means Australian legislation in particular the Corporations Act 2001 (Cth).

7. Words or expressions contained in these Rules shall be interpreted in accordance with the provisions of the Law.

MEMBERSHIP

8. DICA shall comprise four classes of members:

- a. Ordinary Members,
- b. Corporate Members,
- c. Honorary Members, and
- d. Honorary Life Members.

9. Subject to the terms of these Rules, all Ordinary Members, Honorary Members, and Honorary Life Members, shall be entitled to attend and vote at all Annual and Special General Meetings and attend all other functions of DICA. Corporate Members are not permitted to vote at any DICA meeting or to hold office.

ELIGIBILITY FOR MEMBERSHIP

10. Subject to the terms of these Rules, the following may become Members of DICA:

11. Ordinary Members.

- a. All graduates of an Industrial Mobilisation Course (IMC), Defence Industry Study Course (DISC), or such other courses with similar aims which may be approved by the National Council from time to time. This includes members of Directing Staff of such courses who have been deemed by the Department of Defence to be graduates by virtue of their involvement in one or more such courses.
- b. Other persons nominated and seconded by Members of DICA who are accepted as suitable by the National Council. Such persons would normally:
 - i. Have or have had a close association with the IMC or DISC or such other courses with similar aims which may be approved by the National Council from time to time; or
 - ii. Be persons involved in a professional capacity with organizations or bodies of interest to the IMC, DISC, or DICA; or
 - iii. Be persons who have attended all, or a substantial part of, an IMC or DISC but who did not graduate, or
 - iv. Be other appropriate persons as decided by the National Council.

12. As Corporate Members. Business organisations which have an IMC or DISC graduate Member employed in their organisation or which are presently sponsoring an employee on the DISC or any other Defence industry related study recognised by the DICA Council or which have in the past sponsored a former employee through either the IMC or DISC program and which continue to support and promote DICA and its interests.

13. As Honorary Members. Persons deemed appropriate by the National Council. Honorary Membership status will be retained for a period of twelve months but may be extended annually at the discretion of the National Council for periods not in excess of twelvemonths.

14. As Honorary Life Members. Persons who have rendered distinguished service to the IMC, DISC, DICA, or to the Australian defence and industry community as a whole, and who are voted Honorary Life Members by a General Meeting of DICA on the recommendation of the National Council.

15. Nomination for Membership.

- a. All graduates (including qualifying Directing Staff) of an IMC, DISC or other similar course considered appropriate by the National Council shall be entitled to become Members of DICA. Individual nomination and approval by the National Council is not required for such graduates.
 - b. Other candidates for membership shall be proposed by a Member of DICA, and be seconded by another, who both personally know the applicant. Such nomination shall be in writing and be signed by the proposer and seconder and shall be in such form and shall contain such information as the National Council shall desire. The nomination shall be lodged with the Secretary.
 - c. The National Council may appoint Honorary Members and will make recommendations for Honorary Life Membership to a General Meeting of DICA.
 - d. Members of DICA may propose candidates for appointment as Honorary Members or Honorary Life Members to the National Council.
 - e. The National Council may at its discretion and subject to Clause 12, appoint as a Corporate Member a business organisation currently employing a DICA Ordinary Member.
16. Membership Register. The Secretary shall ensure a register of members is maintained which records the name and contact details of each member.

NATIONAL COUNCIL

17. The primary instrument to facilitate the aims and operations of DICA is the National Council.
18. The National Council shall consist of elected office-bearers, who shall be members of DICA, ex- officio members and co-opted members appointed by the National Council.
19. The elected office-bearers shall be:
 - a. a President,
 - b. one Vice President,
 - c. a Secretary or Honorary Secretary,
 - d. a Treasurer, and
 - e. other Members of DICA elected as herein provided to fill other necessary business roles of DICA.
20. Ex-officio members. These are persons appointed by the National Council as a consequence of their particular present or previous role or appointment. They may include:
 - a. the immediate Past President,
 - b. a representative from each state or territory in which at least 20 financial members reside, and
 - c. other representatives appointed by the national Council.
21. Co-opted members. These are persons appointed by resolution of the National Council for specific duties and for specific periods.
22. Providing that the ex-officio and co-opted members of the National Council are either financial members or Honorary Members of DICA, they shall enjoy the same voting rights as the elected members of the National Council.
23. At each Annual General Meeting of DICA, the office-bearers and members of the National Council shall be elected from among the members of DICA and shall hold office until the following Annual General Meeting when they shall retire but be eligible for re-election.
24. The election of office-bearers of the National Council shall take place in the following manner:
 - a. Any two Members of DICA shall be at liberty to nominate any other member to serve as an office-bearer of the National Council.

- b. The nomination, which shall be in writing, shall be signed by the Member, the proposer and the seconder. The nomination shall be lodged with the Secretary at least fourteen days before the Annual General Meeting at which the election is to take place.
 - c. A list of the candidate's names, and positions nominated for, shall be communicated to all members at least seven days prior to the date of the Annual General Meeting.
 - d. Balloting lists shall be prepared (if necessary) containing the names of the candidates only, in alphabetical order. Each member present at the Annual General Meeting shall be entitled to vote for any number of such candidates not exceeding the number of vacancies.
 - e. In case there shall not be a sufficient number of candidates nominated to fill all vacancies, the Council may re-cavass the remaining vacancy or vacancies.
25. The National Council shall have power at any time, and from time to time, to appoint any member of DICA as a member of the National Council, either to fill a casual vacancy or as an addition to the existing office-bearers, but so that the total number of office-bearers and other National Council members shall not at any time exceed the number fixed in accordance with Clause 19. Any office-bearer or other National Council member so appointed shall hold office only until the next following Annual General Meeting.
26. The National Council may from time to time by resolution passed at a general meeting increase or reduce the number of office-bearers or ex-officio members which comprise the National Council.
27. The National Council may, by ordinary resolution of which special notice has been given, remove any office-bearer or other National Council member before the expiration of their period of office, and may, by an ordinary resolution, appoint another person in their stead; the person so appointed shall hold office only until the next following Annual General Meeting.
28. The office of a member of National Council shall become vacant if that member:
- a. becomes insolvent under administration or makes any arrangement with creditors generally;
 - b. becomes prohibited from being a National Council member of an association by reason of any order made under the Law;
 - c. ceases to be a National Council member;
 - d. becomes of unsound mind or a person whose person or estate is liable to be dealt with in any way under the law relating to mental health;
 - e. resigns the office by notice in writing to DICA;
 - f. for more than six months is absent without permission of the National Council from meetings of the National Council held during the period;
 - g. holds any office of profit under DICA;
 - h. ceases to be a member of DICA; or
 - i. is directly or indirectly interested, within the meaning of the Law, in any contract or proposed contract with DICA, provided always that nothing in this sub-Article shall affect the operation of the Rules of DICA.

POWERS AND DUTIES OF THE NATIONAL COUNCIL

29. The business of DICA shall be managed by the National Council which may pay all expenses incurred in promoting and registering DICA and may exercise all such powers of DICA as are not, by the Law or these Rules, required to be exercised by DICA in general meeting, subject, nevertheless, to any of these Rules, the provisions of the Law, and such directions, not being inconsistent with the aforesaid Rules or provisions, as may be prescribed by DICA in general meeting; provided that any rule, regulation or by-law of DICA issued or made by the National Council may be disallowed by DICA in general meeting; and provided further that no resolution passed by DICA in general meeting shall invalidate any prior act of the National Council, which would have been valid if that resolution had not been passed.

30. The National Council may exercise all the powers of DICA to borrow money and to mortgage or charge its property, or any part thereof, and to issue debentures and other securities whether outright or as security for any debt, liability, or obligation of DICA.
31. All cheques, promissory notes, drafts, bills of exchange and other negotiable instruments, and all receipts for money paid to DICA shall be signed, drawn, accepted, endorsed or otherwise executed, as the case may be, by any two members of National Council or in such other manner as the National Council from time to time determines.
32. The National Council shall cause minutes to be made of:
 - a. all appointments of officers and servants,
 - b. the names of the members present at all meetings of DICA, and
 - c. all proceedings at all meetings of DICA.
33. Such minutes shall be authenticated by the meeting chairperson and confirmed by motion at the next succeeding meeting.

STATES AND TERRITORIES

34. Members in each State or Territory are entitled, if they so wish, to form a sub-committee of DICA and appoint such office bearers as they think appropriate to contribute to the objectives of DICA on a regional basis.
35. Members in each State or Territory in which more than 20 financial members reside are entitled to nominate a representative to become an ex-officio member of the National Council to represent the interests of the members of the State or Territory to the National Council in person or through a proxy.

PROCEEDINGS OF THE NATIONAL COUNCIL

36. The National Council will convene as required for the dispatch of business, and adjourn, and otherwise regulate its meetings as it thinks fit.
37. The quorum necessary for the transaction of the business of the National Council shall be the President, Secretary, Treasurer, and two other Councillors appointed as provided in Clause 19 or such greater number as may be fixed by the National Council.
38. The President shall preside as chairman at every meeting of the National Council, or if there is no President, or if at any meeting he is not present within ten minutes after the time appointed for holding the meeting, or if being present, he is unwilling to preside, the Vice-President shall be chairman or if the Vice-President is not present at the meeting then the elected office bearers may choose one of their number to be chairman of the meeting.
39. Subject to these Rules questions arising at any meeting of the National Council shall be decided by a majority of votes of the eligible members present. In case of an equality of votes the chairman of the meeting shall have a second or casting vote.
40. The National Council may delegate any of its powers and or functions (not being duties imposed on the National Council of DICA by the Law or the general law) to one or more working or advisory sub-committees consisting of such member or members of DICA as the National Council thinks fit.
41. Any sub-committee so formed shall conform to any regulations or instructions that may be given by the National Council and subject thereto shall have power to co-opt any member or members of DICA.
42. Every working or advisory sub-committee may meet and adjourn as it thinks proper. Questions arising at any meeting shall be determined by a majority of votes of the members present, and in the case of an equality of votes the chairman shall have a second or casting vote.

43. All acts done by any meeting of the National Council, or by any office bearer, co-opted member, or ex-officio member shall, notwithstanding that it is afterwards discovered that there was some defect in the appointment of any such National Council member, or that the National Council members or any of them were disqualified, be as valid as if every such person had been duly appointed and was qualified to be a National Council member.
44. A Secretary may be elected by the membership and any member so appointed shall forthwith become an office-bearer of DICA. Any member so appointed shall be subject to the provisions of Clause 5 of the Rules. Alternatively, the National Council may appoint a secretary for such term, and upon such conditions as it thinks fit, and any Secretary so appointed may be removed by it.
45. The National Council shall cause proper accounting and other records to be kept and shall distribute copies of every profit and loss account and balance-sheet (including every document required by law to be attached thereto) accompanied by a copy of the Auditors' report (if any) thereon as required by the Law, provided, however, that the National Council shall cause to be made out and laid before each Annual General Meeting a balance-sheet and profit and loss account made up to a date not more than five months before the date of the meeting.

CESSATION OF MEMBERSHIP

46. If the subscription of a member remains unpaid for a period of two calendar months after it becomes due then the member shall cease to be entitled to the privileges of membership. Membership rights shall be reinstated upon receipt of the annual subscription.
47. A member may at any time, by giving notice in writing to the Secretary, resign their membership of DICA but may be liable for any annual subscription or arrears due and unpaid at the date of their resignation.
48. A member whose subscription remains unpaid for a period of more than one year, without prior arrangement or due cause, shall be transferred to the Inactive List.
49. If any member shall willfully refuse or neglect to comply with the provisions of the Rules of Alumni of DICA or shall be guilty of any conduct which in the considered opinion of the National Council is unbecoming of a member or prejudicial to the interests of DICA the National Council shall have power by resolution to censure, suspend, or expel the member from DICA.
50. Provided that at least one week before the meeting of the National Council at which such a resolution is passed the Member shall have had notice of such meeting and of what is alleged against him and of the intended resolution and that he shall, at such meeting and before the passing of such resolution, have had an opportunity of giving, orally or in writing, any explanation he may think fit and, provided further, that any such Member may, by notice in writing lodged with the Secretary at least twenty-four hours before the time for holding the meeting at which the resolution is to be considered by the National Council, elect to have the question dealt with by DICA in general meeting.
51. In the event a general meeting of DICA shall be called for the purpose and if, at the meeting such a resolution be passed by a majority of two-thirds of those present and voting (such vote to be taken by ballot), the Member concerned shall be punished accordingly and, in the case of a resolution for his expulsion, the Member shall be expelled.

PATRON

52. An appropriate senior Australian Defence Force (ADF) officer or other suitable person shall be invited by the National Council to be the Patron of DICA. On acceptance of the role, the Patron is to be appointed an Honorary Member of DICA.

53. The role of the Patron is to provide guidance and support for DICA where, in the opinion of the Patron of the time, such measures are considered appropriate or necessary.
54. DICA's responsibilities to its Patron are:
 - a. To brief the Patron on significant Alumni activities and other matters considered appropriate by the National Council. This will normally be done through the President.
 - b. To invite The Patron to significant activities of DICA. The Patron will be invited to make an Inaugural Address at the first annual dinner after accepting the position of Patron.

GENERAL MEETINGS

55. An Annual General Meeting of DICA shall be held in accordance with the provisions of the Law.
56. The National Council shall on a requisition in writing signed by at least ten (10) financial members convene a Special General Meeting to deal with such business as is set out in the requisition. At least seven (7) days' notice shall be given to members in writing, via the postal service, email, or such other communication method as agreed by the National Council, of a Special General Meeting specifying the business covered by the requisition which is to be considered at the meeting. The non-receipt by any member of such will not invalidate the proceedings of the meeting. Ten (10) Members present shall constitute a quorum. Clause 60 shall also apply to Special General Meetings.
57. Subject to the provision of the Law relating to special resolutions and agreements for shorter notice, fourteen days' notice, or if a special resolution has been proposed 21 days' notice shall be given to members, at the least (exclusive of the day on which the notice is served or deemed to be served, and exclusive of the day for which notice is given) specifying the place, the day and the hour of meeting, and in the case of special business the general nature of that business shall be given to such persons as are entitled to receive such notices from DICA.
58. For the purpose of Clause 57 all business shall be special that is transacted at a general meeting and also all that is transacted at an Annual General Meetings with the exception of the consideration of the accounts, balance sheets, and the reports of the National Council members and Auditors, the election of office-bearers and the appointment of the Auditors, if necessary.
59. No business shall be transacted at any general meeting unless a quorum of Members is present at the time when the meeting proceeds to business. For the purpose of this Clause, "Member" includes a person attending as a proxy. A Member participating via tele-conference or video conference technology may be deemed to be present provided such arrangements are provided for and are announced in the Notice of Meeting required under Clause 57.
60. If within half an hour from the time appointed for the meeting a quorum is not present, the meeting, if convened upon the requisition of Members, shall be dissolved. In any other case it shall stand adjourned to the same day in the next week at the same time and place or to such other day and at such other time and place as the National Council may determine. If at the adjourned meeting a quorum is not present within half an hour from the time appointed for the meeting, the Members present (being not less than three) shall be a quorum.
61. The President shall preside as chairman at every general meeting of DICA, or if there is no President, or if he is not present within fifteen minutes after the time appointed for the holding of the meeting or is unwilling to act, the Vice-President is not present or is unwilling to act, then the Members present shall elect one of their number to be chairman of the meeting.

62. The chairman may, with the consent of any meeting at which a quorum is present (and shall if so directed by the meeting), adjourn the meeting from time to time and from place to place, but no business shall be transacted at any adjourned meeting other than the business left unfinished at the meeting from which the adjournment took place. When a meeting is adjourned for thirty days or more, notice of the adjourned meeting shall be given as in the case of an original meeting. Save as aforesaid it shall not be necessary to give any notice of an adjournment or the business to be transacted at an adjourned meeting.
63. Voting on resolutions at meetings conducted via electronic means shall be decided by polling the voices of individual participants via roll call performed by the meeting Secretary. In all other forms of meeting, voting on resolutions shall be decided on a show of hands unless a poll is (before or on the declaration of the result of the show of hands) demanded:
 - a. by the chairman, or
 - b. by at least three Members present in person or by proxy.
64. Unless a poll is so demanded a declaration by the chairman that a resolution has, on a show of hands or roll-call of voices as appropriate, been carried or carried unanimously, or by a particular majority, or lost, and an entry to that effect in the book containing the minutes of the proceedings of DICA shall be conclusive evidence of the fact without proof of the number or proportion of the votes recorded in favour of or against the resolution. The demand for a poll may be withdrawn.
65. If a poll is duly demanded it shall be taken in such a manner and either at once or after an interval or adjournment or otherwise as the chairman directs, and the result of the poll shall be the resolution of the meeting at which the poll was demanded but a poll demanded on the election of a chairman or on a question of adjournment shall be taken forthwith.
66. In the case of an equality of votes the meeting chairperson shall be entitled to a second or casting vote.
67. A Member may vote in person or by proxy or by attorney and every person present who is a Member or a representative of a Member shall have one vote and on a poll every Member present in person or by proxy or by attorney or other duly authorised representative shall have one vote.
68. A Member who is of unsound mind or whose person or estate is liable to be dealt with in any way under the law relating to mental health may vote, whether on a show of hands or on a poll, by his committee or by his trustee or by such other person as properly has the management of his estate, and any such committee, trustee or other person may vote by proxy or attorney.
69. No Member shall be entitled to vote at any general meeting if their annual subscription is more than two months in arrears at the date of the meeting.
70. The notice of the meeting will encourage members to appoint a person to attend and vote on their behalf by completing and returning an instrument to appoint a proxy.
71. The instrument appointing a proxy shall be in writing under the hand of the appointor or of his attorney duly authorised in writing or, if the appointor is a corporation, either under seal or under the hand of an officer or attorney duly authorised. The instrument appointing a proxy shall be deemed to confer authority to demand or join in demanding a poll. A Member shall be entitled to instruct his proxy to vote in favour of or against any proposed resolutions. Unless otherwise instructed, the proxy may vote as he thinks fit.
72. The instrument appointing a proxy and the power of attorney or other authority, if any, under which it is signed or a notarially certified copy of that power or authority shall be returned to the Secretary of DICA or to such other person or place as is specified for that purpose in the notice convening the meeting, not less than forty-eight hours before the time for holding the meeting or adjourned meeting at which the person named in the instrument proposes to vote. In the case of a poll, not less than twenty-four hours before the time appointed for the taking of the poll. In default the instrument of proxy shall not be treated as valid.

73. A vote given in accordance with the terms of an instrument of proxy or attorney shall be valid notwithstanding the previous death or unsoundness of mind of the principal, or revocation of the instrument or of the authority under which the instrument was executed, if no intimation in writing of such death, unsoundness of mind or revocation as aforesaid has been received by DICA at the registered office before the commencement of the meeting or adjourned meeting at which the instrument is used.
74. Reserved.

FUNDS

75. The funds of DICA shall be derived from annual subscriptions, life membership fees, donations, attendance fees, sale of memorabilia, and such other sources as the National Council may determine from time to time.

FEES

76. Honorary Members and Honorary Life Members are not required to pay an annual subscription or life membership fee.
77. The annual subscription and other membership fees will be determined by the National Council.
78. On receipt of the initial annual subscription or Life Membership Fee, graduates qualifying for membership under Clause 11 shall become Members of DICA.
79. Upon approval of their Application and receipt of the annual subscription or Life Membership fee, non graduates shall become Members of DICA.
80. Honorary Members and Honorary Life Members shall become Honorary Members of DICA when notified in writing of their appointment by the President.
81. Honorary membership shall be reviewed and, if appropriate, renewed annually.
82. Ordinary Members employed by a Corporate Member will have their annual membership fee waived whilst employed by a Corporate member.
83. All annual subscriptions shall become due and payable in advance on the 1st day of July in every year.

NOTICES

84. Any notice required by law or by or under these Rules to be given to any member shall be given by sending it to him or her via email to his or her email address held on DICA record.
85. Notice of every general meeting shall be given in any manner hereinbefore authorised to:
- a. every member except those members for whom DICA has no registered address or other address or an address for the giving of notices to them, and
 - b. the Auditor or Auditors for the time being of DICA.
86. No other person shall be entitled to receive notices of general meetings.

WINDING-UP

87. If upon the winding-up of DICA there remains, after satisfaction of all its debts and liabilities, any property whatsoever, the same shall not be paid nor distributed among the members of DICA, but shall be given or transferred to some other institution or Alumni having objects similar to the objects of DICA and whose Rules of Alumni or constitution shall prohibit the distribution of its income or their income and property among its or their members.

INDEMNITY

88. Every member of National Council, Auditor, appointed Secretary and other officer for the time being of DICA shall be indemnified out of the assets of DICA against any liability arising out of the execution of the duties of his office which is incurred by him in defending any proceedings, whether civil or criminal, in which judgement is given in his favour or in which he is acquitted or in connection with any application under the Law in which relief is granted to him by the Court pursuant to the Law in respect of any negligence, default, breach of duty or breach of trust.

CUSTODY OF RECORDS

89. Except as otherwise provided in these Rules, the National Council shall ensure that all books, documents and securities of DICA are kept in the custody, or under the control, of appropriate nominated office bearers.
90. All accounts, books, documents, and securities of DICA shall be available for inspection by any members of DICA upon request subject to Federal and State privacy laws. The National Council shall decide at what times and places, and under what conditions or regulations, the accounting and other records of DICA shall be open to the inspection of Members.

AUDIT

91. A properly qualified Auditor or Auditors shall be appointed and his or their duties regulated in accordance with the Law.
92. At the discretion of the National Council a decision may be made not to have DICA accounts audited. Such a decision must be agreed by the majority of National Council voting members and be ratified at the next AGM of DICA.

SEAL

93. The Common Seal of DICA shall be kept by the Secretary.
94. The Common Seal shall not be affixed to any instrument except by the authority of the National Council and the affixing of the Common Seal shall be attested by the signatures of two members of the National Council.

ALTERATION OF RULES AND STATEMENT OF PURPOSE

95. These Rules and the Statement of Purpose of DICA shall not be altered except in accordance with the Law and with the approval of Members at a General Meeting.
96. Reserved.
97. Reserved.
98. Reserved.
99. Reserved.
100. Reserved.
101. Reserved.
102. Reserved.
103. Reserved.

DISPUTES AND MEDIATION

- 104. The grievance procedure set out in this rule applies to disputes under these Rules between-
 - a. a member and another member; or
 - b. a member and DICA.
- 105. The parties to the dispute must meet and discuss the matter in dispute, and, if possible, resolve the dispute within 14 days after the dispute comes to the attention of all of the parties.
- 106. If the parties are unable to resolve the dispute at the meeting, or if a party fails to attend that meeting, then the parties must, within 10 days, hold a meeting in the presence of mediator.
- 107. The mediator must be-
 - a. a person chosen by agreement between the parties; or
 - b. in the absence of agreement, a person appointed by the National Council of DICA.
- 108. A member of DICA can be a mediator.
- 109. The mediator cannot be a member who is a party to the dispute.
- 110. The parties to the dispute must, in good faith, attempt to settle the dispute by mediation.
- 111. The mediator, in conducting the mediation, must--
 - a. give the parties to the mediation process every opportunity to be heard; and
 - b. allow due consideration by all parties of any written statement submitted by any party; and
 - c. ensure that natural justice is accorded to the parties to the dispute throughout the mediation process.
- 112. The mediator must not determine the dispute.
- 113. If the mediation process does not result in the dispute being resolved, the parties may seek to resolve the dispute in accordance with the Law.

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