

Full day workshop / online / 5-week

TRAUMA-INFORMED MEDIATION

PRACTICE



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FAMAC

FAMILY MEDIATORS ASSOCIATION OF THE CAPE



Presented by Eugene Opperman B.Proc. LL.B. Adv Dipl. Medicina Forensis (LSSA L.E.A.D., ADR Network, FAMAC)

About the trauma-informed mediation practice (TIMP) course

This course is designed to equip you with the knowledge and skills necessary to effectively mediate in situations where trauma may be a significant factor.

This course will be delivered both in-person and online, providing flexibility to accommodate various learning preferences and schedules. Our aim is to create an inclusive and accessible learning environment for all participants. Throughout this course, you will gain a deep understanding of the impact of trauma on individuals and their interactions. You will learn how to recognise signs of trauma, understand its effects on communication and decision-making, and apply trauma-informed strategies in mediation settings.

Our experienced instructors, who are experts in the field of trauma-informed mediation, will guide you through practical scenarios and case studies. They will provide you with practical tools and techniques that you can apply immediately in your mediation practice.

Whether you are a seasoned mediator seeking to enhance your skills or a newcomer to the field, this course will provide valuable insights into the intersection of trauma and mediation.



Seats of the in-person training will be limited and allocated on a first-come-first served basis

Curriculum overview and outcomes

Module 1: Introduction to trauma and trauma informed mediation

Learning objectives:

- Define trauma and recognise its diverse forms and subjective nature.
- Understand the principles of trauma-informed care, emphasising compassion and strengths-based approaches.
- Differentiate between types of trauma, including single incident, complex, developmental, community, and re-traumatisation.
 - Recognise secondary trauma and vicarious trauma in supportive roles.
- Explore the prevalence and impact of trauma globally, considering individual circumstances and sociopolitical contexts.
 - Identify psychological, physiological, and neurobiological effects of trauma.
- Understand flight, fight, freeze or fawn responses and the potential impact on cognitive functions.
- Utilise the NLP Communication Model as a linguistic tool in mediation, promoting clarity and understanding.

Module 3: Legal implications of trauma

Learning Objectives:

- Explore the impact of trauma on legal proceedings and challenges faced by survivors in navigating the legal system.
- Recognise vicarious trauma among legal professionals and ethical considerations when working with trauma survivors.
- Examine the multifaceted influence of trauma on decision-making in trauma-informed mediation.
- Understand the effects of trauma on cognitive functioning, risk assessment, and emotional regulation in decision-making.
- Identify the risks of re-traumatisation and its consequences on trust, emotional well-being, and mental health.
- Explore common causes of trauma for mediation clients across various contexts.
- Understand the complex intersection of trauma and the legal system, emphasising the importance of being trauma-informed.
- Define Trauma-Informed Mediation (TIMP) and its benefits in recognising trauma's impact on behaviour and decision-making in conflict resolution.

Module 2: Trauma-informed principles

Learning objectives:

- Define Trauma-informed principles and their significance.
- Recognise and implement safety measures in trauma-informed mediation.
- Understand the role of trustworthiness and transparency in building trust.
- Comprehend the importance and application of peer support in trauma recovery.
- Apply collaboration and mutuality principles in shared decision-making.
- Demonstrate empowerment, voice, and choice in trauma-informed mediation.
- Address cultural, historical, and gender sensitivities in mediation processes.
- Design inclusive processes and empower marginalised voices in trauma-informed care.



Module 4: Recognising and responding to trauma in clients

Developing sensitivity and responsiveness

Learning objectives:

- Sensitise to survivors' sensitivity to dishonesty and power misuse.
- Identify emotional, psychological, and physical trauma signs in clients.
- Respond compassionately and non-judgmentally to trauma survivors.
- Recognise behavioural and emotional trauma cues during mediation.
- Detect subtle signs of coercive and controlling behaviour in mediation.
- Identify indicators of economic or financial abuse during mediation.
- Understand the purpose and ethical considerations of trauma screening tools.
- Analyse potential triggers and risks for clients in the legal process with a trauma-informed approach.

Module 5: Creating a safe and supportive environment for mediation

Emotional regulation in trauma-informed mediation

Learning Objectives:

- Establishing a safe and supportive mediation environment.
- Building trust and rapport with clients, emphasising ongoing communication.
- Recognising the importance of safety in mitigating the impact of trauma.
- Fostering credibility with clients through hospitable intake processes.
- Empowering individuals by offering substantial choices in the mediation process.
- Understanding the impact of power dynamics in trauma-informed mediation.
- Creating trauma-informed mediation agreements and ground rules.
- Developing trauma-informed physical, emotional, and cultural spaces for mediation.

Module 7: Mediation in cases of domestic violence and domestic abuse

Learning Objectives:

- Recognise complexities in mediating domestic violence cases.
- Understand South Africa's legal framework on domestic violence.
- Identify dynamics and challenges of domestic abuse.
- Analyse criticisms of mediating abuse cases, including power imbalances.
- Examine arguments for mediation, focusing on restorative justice principles.
- Emphasise victim safety, community involvement, and nuanced mediation considerations.

Module 9: Stay in your lane – signposting further therapy

Learning objectives:

- Understand the mediator's primary role in facilitating communication and negotiation, distinct from providing therapy or psychological services.
- Recognise and respect professional competence limits, avoiding roles like therapy or counselling beyond the scope of mediation.

Module 6: Using trauma informed strategies and techniques to facilitate dialogue and empowerment

Applying trauma awareness in family law settings

Learning Objectives:

- Understand automatic defense responses in the brain during trauma and their impact on survivor reactions.
- Recognise limitations in trauma survivors' decision-making and avoid accusatory queries.
 - Identify and respond to a range of trauma-related behaviours during mediation.
- Apply trauma-informed storytelling principles, considering its impact on both storyteller and audience.
- Develop trauma-informed listening skills, including active listening, empathy, and boundary respect.
- Acquire trauma-informed reframing skills to understand and regulate stress responses.
- Communicate in a trauma-informed way with clients, emphasising empathy and creating a non-judgmental environment.
- Navigate ethical dilemmas in trauma-informed mediation, including confidentiality and cultural sensitivity.

Module 8: Vicarious trauma

Learning objectives:

- Define and recognise vicarious trauma in mediation.
- Identify symptoms, both emotional and physical, in mediators.
 - Understand challenges in achieving closure and resolution.
- Recognise the importance of maintaining professional boundaries.
- Explore strategies for mitigating the risk of vicarious trauma.

Included in the course:

In person:

- Full day of training (venue Helderberg, Western Cape)
- Printed course manual
- Refreshments & light lunch

Online:

- 5 Online sessions (1-2 hours per session) spanned over 5 weeks
 - Electronic PDF course manual
 - Pre-reading materials included

2024 course training dates:



In person

In person: 5 April 2024 full day training in person training
(venue in Helderberg, Western Cape)



5 Weeks Online

Online: 8, 15, 22, 29 April and 6 May (19:00 - 20:30)



In person

In person: 17 May 2024 full day training in person training
(venue in Helderberg, Western Cape)



5 Weeks Online

Online: 20,27 May and 3, 10 and 17 June (19:00 - 20:30)



In person

In person: 16 August 2024 full day training in person training
(venue in Helderberg, Western Cape)



5 Weeks Online

Online: 19, 26 August and 2, 9 and 16 September
(19:00 - 20:30)



In person

R2450 per attendee

for 5 April 2024
(course fees have been subsidised
by DDR for this course only)

normal fee

R4200 per attendee



5 Weeks Online

R1450 per attendee

for 8, 15, 22, 29 April and 6 May
(course fees have been subsidised
by DDR for this course only)

normal fee

R2400 per attendee

Bookings and seat reservations:

Bookings and seat reservations could be made on
www.disputeresolution.org.za or via email to:
eugene@disputeresolution.org.za

Presenters:

Eugene Opperman (lead-presenter)(B.Proc. LL.B. (LSSA L.E.A.D., ADR Network, FAMAC)

Karen Botha (co-presenter) (LL.B. LL.M. BA (HSS Cum Laude) (CEDR, FAMAC)

Allison Borchardt (co-presenter) (BCur (ADR Network, SJAM)

Guest presenters to be confirmed

