



Blazo Nedic, webinar  
"Apology in Mediation"  
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## Apology in Employment Disputes<sup>1</sup>

1. Most employees who have complaints, don't want to sue;
2. Most employees who have complaints are not motivated by money; and
3. Apologies can make a big difference in employment law disputes.

### If the apology is considered before a lawsuit is filed:

- I. Timing is important. One to three weeks after the incident shows the victim that the apologizer thought about it, but it is not so long as to leave the employee stewing about it for too long;
- II. Apologize in writing, but it needs to sound natural. It should not sound forced or like it is written by an attorney;
- III. It should not be partial or incomplete, and should not try to throw blame back at the employee ("Sorry you felt that way");
- IV. It should not highlight the bad conduct ("Sorry I said you dressed like a slut") or justify it ("Sorry, but I always talk to my friends like that;");
- V. It should talk about the conduct, but not use legal terms or admissions ("Sorry I sexually harassed you").

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<sup>1</sup> Roberta Brunette, attorney with more than 30 years of experience representing clients in employment disputes, interviewed by Peter Robinson, the author ©.