

Chaffey College introduces the **Common Ground Project (CGP)** — a pilot service offering confidential, voluntary support to help faculty, managers, and classified professionals address workplace conflict constructively—before it escalates.

Conflict is a normal part of working life. CGP provides a steady, neutral space to pause, reflect and move forward with clarity and respect. The program focuses on responsibility, repair and practical next steps—not blame or discipline.

## Consultants

### **Bruce Duncan, M.Ed.**

Bruce Duncan is an educator and facilitator with decades of experience in restorative practices and conflict resolution. Bruce focuses on practical outcomes, accountability with dignity, and relationship repair in complex organizations. Formerly Director of the Office of Conflict Resolution at the University of Vermont's Center for Health and Wellbeing.

### **Vera Dunwoody, Chaffey College Emeritus Professor**

Vera Dunwoody is a long-standing member of the Chaffey community, bringing institutional knowledge, academic leadership and a deep commitment to respectful dialogue and shared governance.



*Turning Conflict into Understanding*



*Make an  
Appointment  
Talk with  
us today!*

### **Contact**

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 CAA 345

Chaffey  College  
**Common  
Ground**  
P R O J E C T

- Conflict Prevention
- Resolution
- Restoration

Supporting faculty, managers, and classified professionals at Chaffey College.



## Workplace Outcomes

- Clear agreements and communication norms
- Repair actions and learning commitments
- Restored—or respectfully restructured—working relationships
- Improved trust, morale and collaboration
- Tools to prevent future escalation

## How It Works

- ✓ **Voluntary Participation**  
Engagement with CGP is entirely voluntary. Participants may choose whether to engage and may discontinue at any time.
- ✓ **Neutral & Non-Disciplinary**  
CGP does not conduct investigations, determine fault, issue findings or recommend discipline. Facilitators serve in a neutral capacity to support constructive dialogue and clarity.
- ✓ **Confidentiality with Transparency**  
Conversations are handled with care and discretion. Privacy boundaries—including any mandatory reporting obligations—are explained clearly before services begin.
- ✓ **Union-Respectful & Complementary**  
CGP does not replace, modify or interfere with collective bargaining agreements, grievance procedures, contractual rights or union representation. Participation does not waive any employee rights under existing agreements or applicable law.  
  
CGP operates alongside existing campus processes and does not prevent individuals from pursuing formal grievance or complaint procedures.

## What We Offer

CGP provides supportive services that strengthen communication and working relationships:

- Individual conflict consultations
- Facilitated conversations (pairs or groups)
- Coaching for difficult conversations
- Team support during periods of tension or change
- Training in communication, facilitation and conflict prevention

Faculty, managers, and classified professionals may seek consultation independently—even if others involved choose not to participate.

