These individuals have agreed to serve as advisors to employees during conflict resolution processes. They have received training about conflict resolution processes and may have participated in the conflict resolution process before. The advisor role is to help an employee understand the conflict resolution process, accompany the employee during the process, provide support and feedback, and help an employee prepare for conflict resolution meetings. The advisor is not the principal spokesperson for the matter. An advisor respects the confidentiality requirements of the conflict resolution process. The employment category of these advisors is noted, but they are available to assist employees in different employment categories. An advisor may decline to serve in response to an individual request.