



DEPARTMENT OF THE ARMY
UNITED STATES ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, U.S. ARMY GARRISON-YONGSAN
UNIT #15333
APO AP 96205-5333

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UNITED STATES ARMY GARRISON-YONGSAN (USAG-Y) POLICY LETTER 8-6

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Alternative Dispute Resolution (ADR) Program

1. References:

a. 29 Code of Federal Regulations (CFR) 1614.102(b)(2), Federal Sector Equal Opportunity, 9 November 1999.

b. Equal Employment Opportunity Commission (EEOC) Management Directive 110, 9 November 1999.

c. EEOC Management Directive 715, 1 October 2003.

d. Army Regulation (AR) 690-600, Equal Employment Opportunity Discrimination Complaints, 9 February 2004.

2. The USAG-Y is committed to using alternative methods for resolving disputes in all its operations where appropriate and feasible. The ADR process is essential to resolving civilian and military workplace disputes, and maintaining a productive and positive work environment. In addition, it helps us strengthen our team vertically and horizontally which is one of our priorities. This process, when used in the appropriate circumstances, can significantly reduce the cost of EEO administrative procedures and provide a more expeditious process for resolving discrimination related and general disputes that may arise in the workplace.

3. The ADR program is applicable to all organizations and units assigned to the USAG-Y employing Appropriated and Non-Appropriated U.S. Civilian personnel.

4. The preferred method of ADR throughout the Department of the Army is facilitated mediation with a qualified mediator. ADR emphasizes cooperation in identifying mutual interest and developing creative solutions to resolve disputes. Mediation is a voluntary and confidential process when a neutral third party (mediator)