



DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY TRAINING AND DOCTRINE COMMAND
102 MCNAIR DRIVE
FORT MONROE, VIRGINIA 23651-1047

REPLY TO
ATTENTION OF

ATCS-E

JUL 24 2007

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Alternative Dispute Resolution (ADR)

1. Reference 29 CFR 1614, Federal Sector Equal Employment Opportunity (EEO), Subpart A (Agency Program to Promote EEO), 9 Nov 99.

2. The U.S. Army Training and Doctrine Command (TRADOC), in compliance with 29 CFR 1614, has established the use of Alternative Dispute Resolution (ADR), specifically mediation, for early resolution of EEO complaints. The advantage of using mediation is to have open communication between two parties to resolve differences and improve workplace relationships. Mediation provides a trained, neutral, impartial third-party (mediator) to guide the parties through a structured process to resolution. It can be applied to most workplace disputes and allows both parties to maintain control over the outcome. The process is swift, confidential, fair, low cost, and non-adversarial in nature. When an aggrieved employee accepts an offer to participate in the mediation process, it is mandatory for a management official with settlement authority to also participate.

3. Your support in future education and training efforts of this important program will further the purposes of the EEO process by assisting in the quick and efficient resolution of workplace disputes.

4. Memorandum, subject as above, dated 19 May 2005 is rescinded.

5. Victory Starts Here!

A handwritten signature in black ink that reads "Thomas F. Metz".

THOMAS F. METZ
Lieutenant General, U.S. Army
Deputy Commanding General/
Chief of Staff

DISTRIBUTION
(see next page)

ATCS-E

SUBJECT: Alternative Dispute Resolution (ADR)

DISTRIBUTION:

Commander

U.S. Army Accessions Command

U.S. Army Combined Arms Center

U.S. Army Combined Arms Support Command

Commandants, TRADOC Schools

Director

Army Capabilities Integration Center

U.S. Army TRADOC Analysis Center

U.S. Army Aeronautical Services Agency

Deputy Chiefs of General and Chiefs of Special Staff Offices,
HQ TRADOC

Installation Management Command Equal Employment Opportunity
Officer