



DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON, FORT BELVOIR
9820 FLAGLER ROAD, SUITE 213
FORT BELVOIR, VIRGINIA 22060-5928

REPLY TO
ATTENTION OF

IMBV-EEO

17 August 2012

MEMORANDUM FOR US Army Fort Belvoir Garrison Personnel

SUBJECT: Fort Belvoir Policy Memorandum #53, Equal Employment Opportunity (EEO) Alternative Dispute Resolution (ADR)

1. REFERENCES:

a. Section 105, Part 1614, Title 29, Code of Federal Regulations, Pre-Complaint Processing, paragraphs 1614.105(b)(2) and (f).

b. AR 690-600, Equal Employment Opportunity Discrimination Complaints, 9 February 2004.

2. PURPOSE. Establish the Commander's policy on Alternative Dispute Resolution.

3. APPLICABILITY. Applies to all Army civilian employees, former employees, applicants for employment and certain contract employees serviced by the Fort Belvoir Equal Employment Opportunity Office.

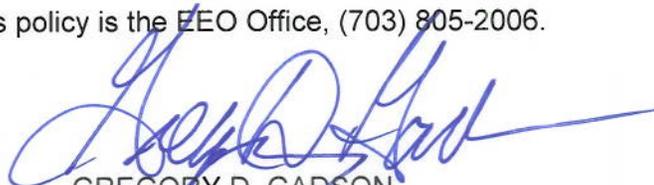
4. POLICY.

a. Fort Belvoir is firmly committed to using alternative methods for resolving disputes in all of its activities, where appropriate and feasible. Used properly, in appropriate circumstances, Alternative Dispute Resolution (ADR) can provide faster, less expensive and contentious, and more productive results in eliminating workplace discrimination.

b. The use of ADR is fully consistent with the mission of the Fort Belvoir EEO Office and it is squarely based in the statues created and enforced by Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, the Equal Pay Act, and the Americans with Disabilities Act.

c. Through this policy memorandum, the EEO Office affirms its commitment to the use of ADR techniques throughout its serviced organizations, where appropriate and feasible, including EEO complaint processing and as a service related to those problems which are not EEO related, but may be resolved utilizing the resources of the ADR program.

5. PROPONENT. The proponent of this policy is the EEO Office, (703) 805-2006.


GREGORY D. GADSON
Colonel, FA
Commanding

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