



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY GARRISON, FORT RILEY
500 HUEBNER ROAD
FORT RILEY, KANSAS 66442-7000

IMRL-EE

JUL 10 2016

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Garrison Policy Memorandum #4 - Equal Employment Opportunity (EEO) Policy on Commitment to Alternative Dispute Resolution (ADR)

1. Reference. Army Regulation 690-600, Equal Employment Opportunity Discrimination Complaints, 9 February 2004.
2. Applicability. This policy applies to all personnel assigned to or under the operational control of, applicants for employment with, and former employees of the U.S. Army Garrison (USAG), Fort Riley, Kansas Installation Management Command (IMCOM).
3. Policy.
 - a. As Commander, USAG, Fort Riley, I am firmly committed to using alternative methods for resolving disputes, when appropriate and feasible. The Alternative Dispute Resolution (ADR) program enables disputants an opportunity to resolve disputes in a quick, amicable and cost effective manner.
 - b. The Department of the Army's preferred ADR method is mediation. Benefits of ADR can help restore working relationships and may serve as a preventative measure against future disputes. Managers, supervisors, and leaders have an affirmative duty to cooperate when ADR is offered.
 - c. Mediation provides a trained, neutral, and impartial third party (mediator) to guide the participants through a structured resolution process. It can be applied for all types of workplace disputes and empowers the involved parties to arrive at a mutual agreement.
4. This policy will be permanently posted on all official bulletin boards and on the Fort Riley webpage.
5. The proponent for this policy is the EEO office, located at 510 Huebner Road, 1st Floor, Fort Riley, Kansas, 66442, and they can be reached at (785) 239-2741/6689, DSN 856-2741/6689.


JOHN D. LAWRENCE
COL, AG
Garrison Commander

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