



DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON, FORT BLISS
1741 MARSHALL ROAD
FORT BLISS, TX 79916

AMIM-BLG-ZA (690-600a)

OCT 05 2023

POLICY MEMORANDUM #8

SUBJECT: Alternative Dispute Resolution (ADR) Program

1. Reference: Army Regulation (AR) 690-600, Equal Employment Opportunity Discrimination Complaints, 09 February 2004.
2. Purpose. In support of the United States Army Garrison (USAG) Fort Bliss Integrated Priority List (IPL) Line of Effort (LOE) 1: Soldier, Civilian, and Family Readiness.
3. Applicability. This policy applies to all USAG Fort Bliss personnel.
4. Policy. It is the policy of United States Army Garrison (USAG) Fort Bliss that employees should have an opportunity to present their work-related complaints and to appeal management decisions through an ADR process if offered by the Equal Employment Opportunity (EEO) Officer. The Garrison will attempt to promptly resolve all disputes that are appropriate for handling under this policy.
5. An appropriate dispute is defined as an employee's expressed dissatisfaction concerning an interpretation or application of work-related policy by management, supervisor, or other employees. Examples of matters that may be considered appropriate disputes under this policy include:
 - a. A belief that policies, practices, rules, regulation, or procedures have been applied inconsistently to an employee (this does not include issues of a security clearance).
 - b. Treatment considered unfair by an employee, such as coercion, reprisal, harassment (including sexual harassment), or intimidation.
 - c. Alleged discrimination because of race, color, sex, age (40+), religion, national origin, genetic information, sexual orientation, gender identity, or reprisal (prior EEO activity).
6. ADR techniques will be used as an alternative to formal administrative procedures or litigation to the maximum extent possible. Activities will seek to use ADR, with a particular emphasis on the mediation method.
7. Mediation is voluntary for aggrieved employees when mediation is offered by the EEO Officer and mandatory for responding management officials. Directors,

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supervisors, and employees are strongly encouraged to use ADR as a method of resolving EEO matters at the lowest level within the Garrison.

8. This policy is effective upon signature and remains in effect until superseded or rescinded. A copy of this policy will be posted on all official websites and made available upon request.

9. The point of contact for this policy is the USAG Fort Bliss EEO Office at (915) 568-3510.

A handwritten signature in black ink, appearing to read 'B. Gallagher', with a long horizontal flourish extending to the right.

BRENDAN R. GALLAGHER
COL, IN
Commanding