



DEPARTMENT OF THE ARMY
UNITED STATES ARMY INSTALLATION MANAGEMENT COMMAND
UNITED STATES ARMY GARRISON FORT GREGG-ADAMS
EQUAL EMPLOYMENT OPPORTUNITY OFFICE
1403 SUSTAINMENT AVENUE, BLDG 9028, SUITE D
FORT GREGG-ADAMS, VIRGINIA 23801

AMIM-GAG-EE (690-12a)

07 March 25

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Fort Gregg-Adams Policy #EEO-2025-03 – Alternative Dispute Resolution (ADR)

1. References. Code of Federal Regulations, Title 29 Part 1614 (Federal Sector Equal Employment Opportunity).
2. Purpose. The U.S. Army Garrison and Fort Gregg-Adams, in compliance with 29 CFR 1614, has established the use of ADR, specifically mediation, for early resolution of EEO complaints. It is the policy of the US Army Garrison and Fort Gregg-Adams to use mediation as the ADR process for resolving EEO complaints expeditiously.
3. Applicability. Mediation provides a trained, neutral, and 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.
4. Policy. The primary advantage of mediation is the ability to resolve differences and improve shattered relationships. Consequently, when an aggrieved employee accepts an offer to participate in the mediation process, it is recommended that the management official with settlement authority also participates.
5. Procedures. 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.
6. This policy statement will be posted on all official bulletin boards. This policy supersedes Fort Lee Policy #EEO-2024-03.
7. For more information, please contact the Equal Employment Opportunity Staff located at 1403 Sustainment Avenue, building 9028, Suite D, Fort Gregg-Adams, VA 23801, by calling 804-734-6668, or usarmy.gregg-adams.imcom.mbx.gregg-adams-eeo-webauthor@army.mil.

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Commanding

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