



DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
US ARMY GARRISON NATICK
10 GENERAL GREENE AVENUE
NATICK, MA 01760-5002

AMIM-SSG-ZA

COMMAND POLICY LETTER NO. 5

Alternative Dispute Resolution

1. REFERENCES:

- a. Title 29 Code of Federal Regulations Part 1614, (Federal Sector Equal Employment Opportunity), 9 November 1999.
- b. Army Regulation 690-600 (Equal Employment Opportunity Discrimination Complaints), 6 February 2025.
- c. Department of Defense Directive 5145.05 (Alternative Dispute Resolution (ADR) and Conflict Management), 27 May 2016.

2. APPLICABILITY: This policy applies to all Garrison personnel.

3. PURPOSE: To establish the Garrison Commander's policy on Alternative Dispute Resolution (ADR).

4. POLICY:

a. It is policy that the preferred method of ADR within Department of the Army is facilitated mediation with a neutral third party, who assists parties to voluntarily reach an acceptable resolution of workplace conflict.

b. All managers/leaders are expected to cooperate in the interactive process towards early resolution of workplace disputes, once the decision is made to offer ADR during the Equal Employment Opportunity (EEO) complaint process.

5. PROCEDURES: The EEO office administers implementation of the ADR program. The ADR Team will be comprised of EEO, Legal, Civilian Human Resources Agency (CHRA) and the Union.

6. This policy supersedes Command Policy Letter No. 5, Alternative Dispute Resolution, 3 July 2024.

7. PROPONENT: The proponent for this policy is the Equal Employment Opportunity Office at (508) 206-4017.

GREGORY J. KOZLOWSKI
LTC, SF
Commanding

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