



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

IMRL-ZA

JUL 30 2020

MEMORANDUM FOR SEE DISTRIBUTION

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

1. References.

a. Army Regulation (AR) 690-600, Equal Employment Opportunity Discrimination Complaints, 9 February 2004.

b. Army Regulation 690-12, Equal Employment Opportunity and Diversity, 12 December 2019.

2. Applicability. This policy applies to all personnel assigned to or formerly employed by, under the operational control of, or applicants for employment with the U.S. Army Garrison (USAG), Fort Riley, Kansas under 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 gives participants 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. Leaders, managers, and supervisors 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 to 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 This policy will be permanently posted on all official bulletin boards and on the Fort Riley webpage until superseded or rescinded.

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.


WILLIAM B. MCKANNAY
COL, MP
Commanding

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