



DEPARTMENT OF THE ARMY
UNITED STATES ARMY INTELLIGENCE CENTER OF EXCELLENCE AND FORT HUACHUCA
1903 HATFIELD STREET
FORT HUACHUCA, ARIZONA 85613-7000

ATZS-CG

5 November 2015

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: POLICY 15-32 – Use of the Fort Huachuca Alternative Dispute Resolution (ADR) Program (FHADRP)

1. REFERENCES.

- a. Civil Rights Act of 1991.
- b. Title 29 Code of Federal Regulations, Part 1614.
- c. Administrative Dispute Resolution Act of 1996.
- d. AR 690-600, Equal Employment Opportunity Discrimination Complaints, 9 February 2004.

2. APPLICABILITY. This policy covers all Department of the Army Civilians serviced by the installation Equal Employment Opportunity (EEO) Office.

3. POLICY. I encourage the use of the Fort Huachuca Alternative Dispute Resolution Program (FHADRP) to resolve complaints and grievances at the earliest possible stage. Participation is voluntary for the employee (grievant) and mandatory for organizational management regarding EEO complaints. Although participation is voluntary for management of partner organizations, I recommend they adopt a similar policy to ensure maximum utilization of this program.

4. I expect total support for the FHADRP and wholeheartedly encourage its use. Mediation and alternative forms of problem resolution will enhance mission readiness, eliminate wasted time and expenditures through drawn out litigation processes, and benefit management and employee relations. I am totally committed to this program at Fort Huachuca. Such programs help create and maintain a work environment conducive to personal and professional excellence.

5. A copy of this memorandum will be posted on all official bulletin boards. This memorandum is electronically accessible through the intranet at <https://intranet.hua.army.mil/home>.

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6. This memorandum supersedes Fort Huachuca POLICY 13-32 – Use of the Fort Huachuca Alternative Dispute Resolution Program (FHADRP), dated 4 Jun 2013.

7. PROPONENT: Fort Huachuca EEO Office, 533-2028.



SCOTT D. BERRIER
Major General, USA
Commanding

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