



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
UNITED STATES ARMY INTELLIGENCE CENTER AND FORT HUACHUCA
FORT HUACHUCA, ARIZONA 85613-6000

ATZS-CG (600)

14 February 2002

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: POLICY 121 -- 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 (C.F.R.), Part 1614, revised 9 November 1999
- c. Alternative Dispute Resolution Act of 1990
- d. AR 690-600, Equal Employment Opportunity Discrimination Complaints, revised 1 October 1992
- e. Training and Doctrine Command (TRADOC) ADR Policy dated 8 August 1995

2. The purpose of this policy is to 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 TRADOC organizational management regarding Equal Employment Opportunity (EEO) pre-complaints for the first session of the ADR process. Although participation is voluntary for management of partnership organizations, I recommend that you adopt a similar policy to ensure maximum utilization of this program.

3. I expect total support for the FHADRP and encourage its use wholeheartedly. Use of 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.

4. I am totally committed to this program at Fort Huachuca. Such programs help create a work environment conducive to personal and professional excellence.

5. A copy of this memorandum will be posted on all official bulletin boards.

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6. This memorandum supersedes US Army Intelligence Center and Fort Huachuca memorandum, ATZS-CG, 5 Feb 01, subject: Policy 01-06 – Use of the Fort Huachuca Alternative Dispute Resolution (ADR) Program (FHADRP).

///original signed///
JAMES A. MARKS
Brigadier General, USA
Commanding

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