

# ADR

## Alternative Dispute Resolution

*"Positive Solutions  
for You"*



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**AWARDED TO DEPARTMENT  
OF THE NAVY**

The HRSC East Conflict Resolution Center provides our mediators. They are a two time winner of the Mediator of the Year Award and they have one of the highest success rates in the Navy.

### Frequently Asked Questions:

- Q: Do I have to use the ADR process?  
A: Mediation (ADR) is a voluntary process.
- Q: If I try ADR, do I lose my rights under the Negotiated Agreement or the EEO complaint process?  
A: No. Parties may stop the ADR process at any time and return to the appropriate traditional method of dispute resolution.
- Q: How can I find out more about ADR?  
A: Contact your local Equal Employment Opportunity Office.
- Q: Who can initiate an ADR process?  
A: Employees, managers, unions.

**Workplace issues slowing your productivity...try ADR for win/win results!**

### Want to Learn More About ADR?

Visit the following web sites:

[www.adr.navy.mil](http://www.adr.navy.mil)

[www.opm.gov](http://www.opm.gov)

## What is ADR? (Alternative Dispute Resolution)

It is an alternate method for resolving disputes and problems outside of the traditional process of grievances, EEO complaints, and litigation. Mediation is the ADR process most commonly used by Navy and Marine Corps.



## What is Mediation?

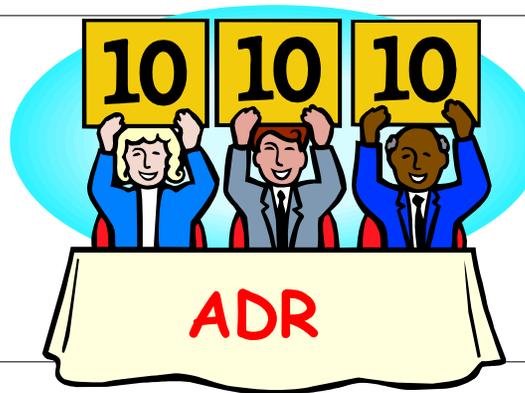
A voluntary ADR process in which a trained, certified neutral person facilitates discussions between two or more parties to help them arrive at a mutually agreeable resolution of a dispute.

## Goal of ADR

- Resolve disputes and conflicts at earliest stage feasible
- Resolve disputes quickly
- Resolve disputes inexpensively

## Benefits of Using ADR

- Confidential
- Maintains Work Relationships
- It's not about fault or blame, it's about results
- Improves communications
- Provides "Real Time" response to the issues involved
- Promotes creative solutions
- Less expensive
- Fast



## When to Use Mediation

- When parties want to restore or maintain an effective working relationship.
- When there is a desire to retain decision-making authority over the outcome of the situation rather than give it to a third party.
- A commitment to move from a fixed position and generate solutions has been demonstrated by the parties.

## ADR is Appropriate For:

- Workplace disputes
- Administrative Grievances
- EEO Complaints
- Discipline issues
- Union Issues (IAW Collective Bargaining Agreement)
- Reaching consensus in a working group



## ADR Program Guidelines

- Administrative Dispute Resolution Act of 1996
- SECNAVINST 5800.13A "Alternative Dispute Resolution"
- DoD Directive 5145.5 "Alternative Dispute Resolution"
- 29 Code of Federal Regulations 1614

## Getting Started

Contact Anthony Forbes, Headquarters Marine Corps Dispute Resolution Manager, to discuss using the ADR process. You may also go to [www.adr.navy.mil](http://www.adr.navy.mil) to obtain additional information.