



DEPARTMENT OF DEFENSE
HUMAN RESOURCES ACTIVITY
HEADQUARTERS
4040 FAIRFAX DRIVE, SUITE 200
ARLINGTON, VA 22203-1613

OCT 5 2010

MEMORANDUM FOR ALL DEFENSE HUMAN RESOURCES ACTIVITY PERSONNEL

SUBJECT: Alternative Dispute Resolution Policy Statement

The Defense Human Resources Activity (DHRA) is committed to resolving workplace disputes at the lowest possible level. It is the policy of DHRA to use alternative dispute resolution (ADR) where appropriate and feasible to resolve equal employment opportunity (EEO) complaints of discrimination.

The Defense Logistics Agency (DLA), DHRA's servicing EEO Office, provides a full range of EEO services to DHRA components. DLA has an established alternative dispute resolution program – Reach Equitable Solutions Voluntarily and Easily (RESOLVE) – which is available to DHRA personnel.

RESOLVE offers mediation as an alternative to the traditional EEO process under Title 29 Code of Federal Regulations (CFR), Part 1614 or the Administrative Grievance process. Using mediation through RESOLVE to address EEO complaints is a cost effective way for quick resolution with the least disruption to the workplace. Participation is voluntary and will not diminish an individual's right to pursue a claim through administrative procedures. Attached is a pamphlet that provides further information on RESOLVE. The DHRA servicing EEO Office can be contacted for further questions regarding the program at (703) 767-6777.

I strongly support and encourage the use of mediation through RESOLVE as a vehicle to resolve conflicts. All DHRA personnel must continue to take positive steps towards ensuring a supportive work environment and reaching early resolution of complaints. Using mediation through RESOLVE can significantly reduce the number of EEO complaints and improve communication and the quality of work life in DHRA.


Sharon H. Cooper
Director

Attachment:
As stated