



REPLY TO  
ATTENTION OF

**DEPARTMENT OF THE ARMY**  
HEADQUARTERS, UNITED STATES ARMY TRAINING AND DOCTRINE COMMAND  
950 JEFFERSON AVENUE  
FORT EUSTIS, VIRGINIA 23604-5700

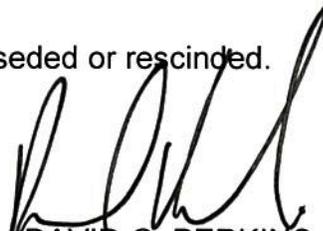
ATCS-E

12 SEP 2016

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: TRADOC Policy Letter 32, Alternative Dispute Resolution

1. Reference 29 CFR Part 1614 – Agency Program to Promote Equal Employment Opportunity 1614.102 (b) (2).
2. The U.S. Army Training and Doctrine Command, in compliance with 29 CFR 1614, has established the use of Alternative Dispute Resolution (ADR), specifically mediation, for early resolution of Equal Employment Opportunity (EEO) complaints. The advantage of using mediation is to have open communication between two parties to resolve differences and improve workplace relationships.
3. Mediation provides a trained, neutral, impartial third party (mediator) to guide the parties through a structured process to resolution. ADR can be applied to most workplace disputes and allows both parties to maintain control over the outcome. The process is voluntary, confidential, fair, low cost, and non-adversarial in nature.
4. Your support in future education and training efforts of this important program will further the purposes of the EEO process by assisting in the quick and efficient resolution of workplace disputes.
5. I encourage all to consider voluntary mediation as a means of resolving workplace disputes.
6. This policy letter is effective until superseded or rescinded.



DAVID G. PERKINS  
General, U.S. Army  
Commanding

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U.S. Army Combined Arms Center  
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SUBJECT: TRADOC Policy Letter 32, Alternative Dispute Resolution

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