

Alternative Dispute Resolution (ADR)

Do you have a dispute, conflict, or misunderstanding with your supervisor, co-worker, or other colleague?



ADR can help civilian and military personnel resolve work related issues in a timely, private, & confidential manner.

What is ADR?

- * Informal, voluntary process used to resolve conflicts.
- * Guided discussion by a trained, neutral third party ADR specialist
- * Addresses both parties' issues
- * Used to reach a consensual and non-adversarial agreement between individuals
- * Held at an agreed upon time, date, and location
- * ADR does not decide blame, but focuses on resolution

Who Benefits?

Everybody! Both parties win in ADR and it saves everyone time and money, by allowing issues to be resolved at a lower level. Conflict will only disrupt the morale and productivity of your environment.

How ADR Works

- * Employee identifies a workplace problem
- * Employee encouraged to raise issue through the chain of command
- * Employee may contact his/her supervisor, EO Office, Civilian Personnel about ADR process
- * EO counselor discusses with member feasibility of using ADR to resolve the issue
- * Parties involved are invited to participate in ADR
- * If the parties choose ADR, they are briefed on roles, responsibilities, what to expect, and how to be prepared for ADR
- * Parties attempt to resolve the disputed issues in good faith and by full and open communication.



***Don't Let This
Be Your
Organization!***

When can ADR be useful?

- * Equal Opportunity Complaints
- * Merit Systems Promotion Board (MSPB) appeals
- * Unfair labor practices
- * Collective Bargaining Impasses
- * Administrative, union, or management grievances

ADR Outcomes

- * Signed agreement between parties
- * Partial Agreement
- * No agreement (Both parties are free to pursue other options)

To obtain the services of a mediator or facilitator, or for more information, contact the EO Office

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