

Advantages of Utilizing ADR/Mediation:

- **Time:** mediation sessions vary in length, but usually take no more than one session whereas, formal complaints sometimes take years to resolve.
- **Evokes feelings of empowerment:** the mediator helps each party voice his/her concerns and interests in a controlled environment.
- **Meeting face to face:** parties are given the opportunity to talk as well as listen to each other in a controlled, respectful environment.



MEDIATION ...

frees the parties from
the unchangeable past
as its work is focused
on the present and
immediate future.

For Additional Information
Contact:

Presidio of Monterey
EEO Office

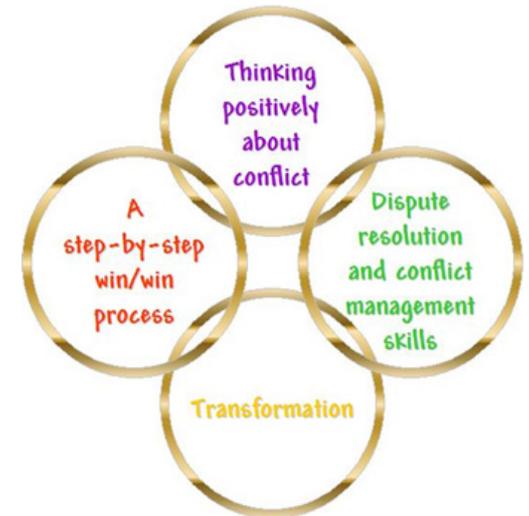
Ph: 831 242-5105

DSN: 768-5105



PRESIDIO OF MONTEREY
EQUAL EMPLOYMENT
OPPORTUNITY OFFICE
(EEO)

ALTERNATIVE DISPUTE RESOLUTION (ADR)



*Working towards a
solution together*

What is Alternative Dispute Resolution (ADR)?

ADR is any method of conflict resolution other than formal adjudication such as court litigation or administrative procedures.

“Everyone engages in ADR every day, you negotiate with your co-workers about where to go to lunch, you call in your neighbor to ‘mediate’ as you and your spouse try to reach an agreement on what color to paint the living room, you arbitrate by deciding whether your son or daughter will get the family car for the evening based on the strength of their respective arguments.”

However, our office and the U.S. Army prefer the specific type of ADR termed
Mediation.



What is Mediation?

- Mediation involves a trained, third-party neutral, who assists participants in reaching a satisfactory resolution.
- The neutral has no authority to impose any decision on the parties, thus the parties retain control of and resolve the dispute themselves.
- However, if the aggrieved party thinks the proposed resolution is unsatisfactory, he/she is free to terminate the mediation session and pursue the traditional formal EEO process.
- When a satisfactory resolution is reached, the parties compose and sign a binding agreement, reviewed by the legal department.

Some Facts to Know about Mediation:

- Mediation is voluntary for the aggrieved; however, final approval rests with the ADR team (EEO, SJAG, CPAC).
- Civilian personnel and legal office representatives will potentially be involved.
- The mediation session will remain confidential, except for issues involving illegal activity.
- When a resolution is reached, the binding agreement is enforced on both parties.

