



Maxwell Installation Commander's ALTERNATE DISPUTE RESOLUTION (ADR) POLICY



To accomplish our mission, we must work together and treat each other with dignity. Workplace conflicts are costly and detract from our team's ability to reach our potential. If conflict occurs, I urge all of our personnel (military and civilian) to take advantage of the ADR process. ADR encompasses a variety of resolution processes such as mediation, facilitation and fact-finding; as such, ADR is an invaluable tool for resolving workplace disputes.

It is Air Force policy to resolve disputes at the earliest stage and lowest organizational level using the most efficient means possible. ADR complements traditional methods of resolving conflict (grievances, discrimination, etc.) with the benefits of expedient response times, reduced costs in terms of time and resources, creative problem solving and improved work relationships.

While not all disputes lend themselves to resolution through ADR, most conflicts can be settled using this process. Using ADR is voluntary and highly encouraged. We rely on Commanders and supervisors to support this program by pursuing and using ADR whenever possible.

For additional information or training, contact the Equal Employment Opportunity Alternative Dispute Resolution (EO/ADR) office at 953-5107.

ERIC K. SHAF A
Colonel, USAF
Commander