



DEPARTMENT OF THE NAVY

COMMANDER NAVY REGION SOUTHWEST
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ALTERNATIVE DISPUTE RESOLUTION POLICY STATEMENT

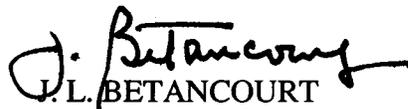
As the Commander Navy Region Southwest (CNRSW), I hereby affirm my support of this Region's Alternative Dispute Resolution (ADR) Program.

Alternative Dispute Resolution describes a variety of methods used to resolve disputes, complaints, grievances and appeals. These methods include conciliation, facilitation, mediation, peer review panels, early neutral evaluation, and settlement conference. ADR provides an opportunity to resolve workplace conflicts creatively and effectively in a non-threatening way, and can result in savings in time, energy and expense associated with protracted conflict and litigation.

The Navy is facing extremely challenging times that require us to be more effective and efficient with the resources we have. Your firm commitment to preventing disputes when possible, resolving disputes when appropriate, and fostering an environment which uses ADR is not only encouraged, but is expected as a way of doing business on the Navy Region Southwest Team.

ADR is voluntary. It is not a substitute for existing administrative processes such as the discrimination complaint, grievance, or appellate processes as it merely supplements these processes. It may be applied at any stage of a dispute or process. If the dispute is not resolved through ADR techniques, the individual retains the right to file the complaint, grievance, or appeal through the appropriate administrative process.

I strongly support use of ADR to resolve workplace disputes. This policy mandates that all Installation Commanding Officers within this region are responsible for encouraging managers, supervisors and employees to use ADR in appropriate circumstances. In addition, managers and supervisors will cooperate fully with ADR Program officials, to include identifying disputes appropriate for ADR and participating in facilitations and mediations.


J. L. BETANCOURT