



REPLY TO  
ATTENTION OF

**DEPARTMENT OF THE ARMY**  
CORPS OF ENGINEERS, MOBILE DISTRICT  
P.O. BOX 2288  
MOBILE, AL 36628-0001

CESAM-EE

28 June 2021

COMMANDER'S POLICY MEMORANDUM: CPM-EE-002

SUBJECT: Policy Statement on Alternative Dispute Resolution (ADR)

1. References:

- a. AR 690-600, Equal Employment Opportunity Discrimination Complaints, 9 February 2004.
- b. U.S. Code of Federal Regulations (CFR) 29 1614.102, 10 April 1992.

2. In accordance with the Code of Federal Regulation (CFR) 1614, Department of the Army, and U. S. Army Corps of Engineers regulations, the Mobile District will afford individuals with the Alternative Dispute Resolution (ADR) process in the resolution of equal employment opportunity complaints and work place disputes. Utilization of the ADR process is effective in maintaining a good working relationship between managers, supervisors, and employees.

3. Mediation is the U. S. Army Corps of Engineers preferred method of ADR. The ADR program is designed to permit impartial intervention through mediation at any stage of the complaints process. It provides a non-adversarial process whereby involved parties have the opportunity to resolve informal and formal complaints themselves with the assistance of a neutral, third party mediator. Mediation provides a work environment which facilitates open communication and reduces costs affiliated with the lengthy complaints process. Because mediation may not be appropriate in every case, the ADR Team will determine on a case-by-case basis whether to offer ADR to an aggrieved individual.

4. Managers and supervisors at all grade levels have a vital role in the ADR program and are accountable for successful implementation of its principles within the work place. I expect the employees of the Mobile District to actively support this ADR policy.

5. The proponent for this policy is the Mobile District EEO office.

JEREMY J. CHAPMAN, P.E  
COL, EN  
Commanding

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This policy letter supersedes any Policy Letter dated before 28 June 2021.