



DEPARTMENT OF THE ARMY
U.S. ARMY CORPS OF ENGINEERS, MOBILE DISTRICT
100 CANAL STREET
MOBILE, AL 36602-1901

CESAM-EE

8 August 2025

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,
6 February 2025

b. U.S. Code of Federal Regulations (CFR) 291614.102, 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 workplace disputes. Utilization of the ADR process is effective in maintaining a good working relationship between managers, supervisors, and employees and is strictly voluntary.

3. Facilitative Mediation is the U.S. Army Corps of Engineers preferred method of ADR. The ADR program is designed to permit impartial intervention through Facilitative 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. Facilitative Mediation provides a work environment which facilitates open communication and reduces costs affiliated with the lengthy complaints process. Because Facilitative 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 workplace. I expect the employees of the Mobile District to actively support this ADR policy.

5. Point of contact for this action is Catherine Cummings, Chief Equal Employment Opportunity, (251) 694-4000, or catherine.m.cummings@usace.army.mil


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Commanding