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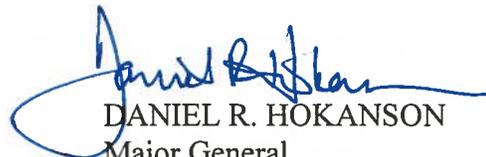
NGOR-HR

28 January 2014

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy Memorandum #154 (Joint) - Alternative Dispute Resolution (ADR) Policy

1. This policy supersedes policy memorandum dated 31 January 2013.
2. The Oregon National Guard is committed to using collaborative methods for resolving workplace disputes in all activities, including Equal Employment Opportunity (EEO) complaint processing and labor relations issues. The proper use of Alternative Dispute Resolution (ADR) can provide quicker resolutions, improve workplace morale, increase mission effectiveness and save time and money.
3. ADR was established and is enforced by Titles VI and VII of the Civil Rights Act of 1964 and the NGB ADR Regulation NGR 27-1/ANGI 51-12 was issued upon implementation of the ADR program. It has been proven effective to create lasting solutions to interpersonal problems as well as reduce case loads on judicial bodies.
4. ADR enhances current methods of problem resolution, e.g. EEO, Inspector General, and Union complaints) by providing early resolution attempts at the lowest possible level. Participation in the ADR process must be voluntary and will be held confidential. ADR, such as mediation, facilitation and arbitration, will be administered fairly, confidentially by a neutral third party, and any agreements that result from this process will be enforceable.
5. Post this policy memorandum on your bulletin boards.
6. Point of contact is the State Equal Employment Manager at (503) 584-3829 or the Labor Relations Specialist at (503) 584-3854.


DANIEL R. HOKANSON
Major General
The Adjutant General

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