



**DEPARTMENT OF THE ARMY**  
US ARMY INSTALLATION MANAGEMENT COMMAND  
HEADQUARTERS, UNITED STATES ARMY GARRISON, FORT BELVOIR  
9820 FLAGLER ROAD, SUITE 213  
FORT BELVOIR, VIRGINIA 22060-5928

REPLY TO  
ATTENTION OF

IMBV-EEO

13 October 2016

MEMORANDUM FOR US Army Fort Belvoir Garrison Personnel

SUBJECT: Fort Belvoir Policy Memorandum #8, Equal Employment Opportunity (EEO)  
Alternative Dispute Resolution (ADR)

1. REFERENCE.

- a. 29 Code of Federal Regulations, Part 1614, Section 105(b)(2) and (f).
- b. Army Regulation 690-600 (Equal Employment Opportunity Discrimination Complaints), 9 February 2004.

2. PURPOSE. Establish the Commander's policy on Alternative Dispute Resolution.

3. APPLICABILITY. Applies to all Army civilian employees, former employees, applicants for employment and certain contract employees serviced by the Fort Belvoir Equal Employment Opportunity Office.

4. POLICY.

a. Fort Belvoir is firmly committed to using alternative methods for resolving disputes in all of its activities, where appropriate and feasible. Used properly, in appropriate circumstances, Alternative Dispute Resolution (ADR) can provide faster, less expensive and contentious, and more productive results in eliminating workplace discrimination.

b. The use of ADR is fully consistent with the mission of the Fort Belvoir EEO Office and it is squarely based in the statutes created and enforced by Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, the Equal Pay Act, and the Americans with Disabilities Act.

c. Through this policy memorandum, the EEO Office affirms its commitment to the use of ADR techniques throughout its serviced organizations, where appropriate and feasible, including EEO complaint processing and as a service related to those problems which are not EEO related, but may be resolved utilizing the resources of the ADR program.

5. PROPONENT. The proponent of this policy is the EEO Office, (703) 805-2006.

ANGIE K. HOLBROOK  
Colonel, AG  
Commanding

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