



DEPARTMENT OF THE NAVY
NAVAL POSTGRADUATE SCHOOL
1 UNIVERSITY CIR
MONTEREY, CA 93943-5000

IN REPLY REFER TO:

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JAN 11 2021

MEMORANDUM

From: President Naval Postgraduate School
To: All Hands, Naval Postgraduate School

Subj: POLICY STATEMENT ON ALTERNATIVE DISPUTE RESOLUTION

Ref: (a) SECNAVINST 5800.13B

1. The Naval Postgraduate School (NPS) firmly supports the use the Department of the Navy's Alternative Dispute Resolution (ADR) Program, specifically mediation, as an alternative to litigation or formal administrative procedures to resolve disputes, complaints, grievances and appeals in accordance with reference (a).
2. 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. ADR mediation is a tool that enables us to resolve disputes or conflicts efficiently in a manner consistent with the Navy policy of resolving problems at the earliest possible stage and lowest possible level.
3. Mediation emphasizes creativity and cooperation in lieu of adjudicative or adversarial means of solving problems. It fosters open communications, quick response, and constructive intervention to assist both parties in resolving conflicts at the earliest possible stage. Mediation provides a means through which employees at all levels may resolve work-related concerns prior to use of traditional grievances or complaint procedures.
4. I expect your commitment to preventing workplace disputes when possible, resolving disputes appropriately and taking full advantage of ADR methods throughout the command. Also, managers and supervisors are to cooperate fully with ADR Program Officials to include Human Resources and Equal Employment Opportunity professionals to identify disputes appropriate for ADR mediation.
5. For more information, please visit <https://my.nps.edu/web/eo> or contact the Equal Employment Opportunity office at (831) 656-3600 or eeo@nps.edu. Military members may contact the Command Managed Equal Opportunity Coordinator at cmeo@nps.edu.


ANN E. RONDEAU, Ed.D
Vice Admiral, U.S. Navy (Ret.)