



DEFENSE SECURITY COOPERATION AGENCY
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OCT 27 2021

MEMORANDUM FOR DEFENSE SECURITY COOPERATION AGENCY WORKFORCE

SUBJECT: FY23 Alternative Dispute Resolution Policy Statement

The Defense Security Cooperation Agency (DSCA) is committed to using Alternative Dispute Resolution (ADR) procedures to encourage the effective resolution of workplace disputes. DSCA's Talent Management (TM) Directorate manages the Agency's ADR program in partnership with the Defense Logistics Agency (DLA) and in accordance with DoD Instruction 5145.05, "Alternative Dispute Resolution (ADR) and Conflict Management," dated May 27, 2016.

ADR is a procedure used as an alternative to litigation to resolve issues in controversy, such as complaints of discrimination, personal conflicts between employees and/or supervisors, and organizational issues. The ADR program is designed to efficiently facilitate conflict resolution at the earliest possible stage of the conflict and at the lowest possible level in a confidential, respectful manner. Workplace issues should be addressed immediately before morale and team work are adversely affected. Workplace issues may stem from myriad issues to include simple miscommunications, performance management, or personality-based misunderstandings.

Third party neutrals in ADR are experienced in techniques designed to facilitate discussion and help participants achieve a mutually acceptable resolution. The services offered by the ADR program include mediation, facilitation, and sensing sessions. Training on conflict resolution is also available. To learn more about the ADR program, you may visit the Talent Management (TM) Directorate SharePoint page at:
<https://dsca.sp.pentagon.mil/DAM/TM/SitePages/ADR.aspx>.

A handwritten signature in black ink that reads "James A. Hursch".

James A. Hursch
Director