January 2025

U.S. Commission on Civil Rights Policy Statement on Alternative Dispute Resolution

This policy affirms the U.S. Commission on Civil Rights' commitment to a fair and comprehensive Alternative Dispute Resolution (ADR) program that provides parties in conflict with the opportunity to come together in a non-adversarial manner to explore possible solutions to resolve concerns. ADR is a collaborative, consensual dispute resolution approach that encompasses a variety of problem-solving processes that are used in lieu of traditional litigation or other adversarial proceedings to resolve disagreements. The Commission's ADR program is voluntary, confidential, enforceable by the parties (if an agreement is reached) and led by a neutral party.

The Equal Employment Opportunity Commission (EEOC) requires all federal agencies to establish or make available an ADR program during the pre-complaint and formal complaint stages of the EEO process. Additionally, EEOCs regulation, 29 C.F.R. § 1614.603, requires agencies to make reasonable efforts to voluntarily settle EEO discrimination complaints as early as possible in, and throughout, the administrative process.

The Commission strives to prevent conflict whenever possible, and when conflicts do occur, the agency, where feasible and appropriate, will employ ADR principles in resolving disputes and use ADR is a good-faith effort to achieve consensual resolution. The Commission will make the option of ADR available for the resolution of federal workplace, contract, and other types of disputes.

If you believe that you have been discriminated against because of your race, color, religion, sex, national origin, age, genetic information, sexual orientation, gender identity, parental status, or disability, you have the right to remedial procedures including EEO counseling or Alternative Dispute Resolution (ADR). For more information on EEO counseling and ADR, contact Latrice Foshee, Director, EEO Programs Office; Room 1107; 202-376-7665.

Mauro Morales

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Staff Director

1-16-2025
Date