



NEBRASKA NATIONAL GUARD
JOINT FORCE HEADQUARTERS
2433 NW 24TH STREET
LINCOLN, NE 68524-1801

SEP 03 2019

NGNE-TAG

MEMORANDUM FOR All Employees of the Nebraska National Guard

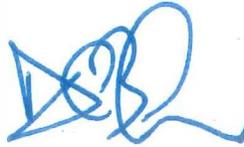
SUBJECT: Military Department Policy (SEEM-19-02) Alternative Dispute Resolution Policy

1. The Nebraska National Guard is firmly committed to using alternative methods for resolving disputes in all activities, where appropriate and feasible, including resolution of internal Equal Opportunity (EO) complaint processing and labor-management relations issues. Used properly in appropriate situations, Alternative Dispute Resolution (ADR) can provide faster, less expensive, less contentious and more productive results in resolving workplace disputes. The use of ADR is fully consistent with our mission of national defense and emergency response.
2. Any use of ADR within the Nebraska National Guard will be governed by certain core principles. Most importantly, our program will enhance our dual state and federal missions by resolving disputes in a manner that enhances continual team building relationships, at the lowest possible level. ADR will be administered fairly, neutrally, and confidentially. Agreements that result from the process will be enforceable.
3. Participation in the ADR process will be voluntary for the complainant or charging party. When ADR is accepted by the complainant, management will also participate in mediation to the maximum extent practicable and appropriate. ADR compliments current methods of problem solving (EO, IG and Union) by providing early resolution where agreement is possible. ADR is waived in instances of fraud, waste, abuse, criminal behavior, harm or threats of harm to persons.
4. References: NGR 27-1/ANGI 51-12, Alternate Dispute Resolution, dated April 2001 and DoD Dir 5145.5, Alternative Dispute Resolution, dated April 22, 1996.
5. This policy is approved for distribution to all employees of the Nebraska National Guard.
6. The point of contact for this policy is the State Equal Employment Manager at 402-309-8111.
7. This policy supersedes Military Department Policy (MIL 01-003-12) dated 4 April, 2012.
8. This policy will be reviewed NLT 1 January 2021 for verification or proposed changes by the policy proponent. This policy will stay in effect unless superseded or rescinded. Interim

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changes to this policy will not become official until they are reviewed and authorized through the appropriate authority.

A handwritten signature in blue ink, appearing to read 'DLB', is positioned above the typed name.

DARYL L. BOHAC
Major General
The Adjutant General