



**COMMANDING GENERAL  
MARINE CORPS RECRUIT DEPOT, SAN DIEGO  
WESTERN RECRUITING REGION  
POLICY STATEMENT ON ALTERNATIVE DISPUTE RESOLUTION (ADR)**

Pursuant to the Alternative Dispute Resolution (ADR) Act of 1996, 5 United States Code 572§, encourages Federal agencies to use ADR methods to address and resolve workplace disputes. Conflicts or disputes arise in the workplace for various reasons, including perceived miscommunications or misunderstandings. All activities have conflict, but it is the way in which conflicts or disputes are managed that prevents a workplace from becoming hostile. Early intervention and resolution can result in strengthened communication and morale and the rebuilding of working relationships between co-workers, subordinates, and supervisors.

As Commanding General for the Marine Corps Recruit Depot San Diego and Western Recruiting Region (MCRDSD/WRR), I want to emphasize my commitment to the Department of the Navy's voluntary ADR Program. ADR provides an option to address conflicts, disputes, grievances, complaints or other dissatisfactions arising in the workplace in a creative, effective, and efficient manner. Voluntary participation in this process does not adversely affect any individual's statutory and/or regulatory avenues of redress such as Equal Employment Opportunity (EEO) complaints, formal grievances, and appeals. Voluntary ADR is an effective method of resolving workplace conflict through assisted negotiations between two (or more) parties with an impartial mediator facilitating the process. It is a private process with each party empowered to decline further discussion and to independently determine whether an agreement is possible or necessary. ADR is a powerful tool in resolving conflicts in that the parties retain control over decisions and agreements rather than relinquishing power to a third-party adjudicator. To ensure prompt resolution of a workplace dispute or complaint at the earliest stage, I ask that all supervisors and managers support this program and engage in ADR efforts when requested by your employees.

I strongly encourage all employees to consider voluntary ADR as a means of resolving workplace dissatisfactions as they arise. For further information regarding the ADR process, contact the EEO Office at (619) 524-8460 or visit the EEO office located at building 31, MCRDSD.

A handwritten signature in black ink, appearing to read "D. C. Hyman". The signature is stylized and cursive.

D. C. HYMAN  
Brigadier General, U.S. Marine Corps  
Commanding General

29 May 2025