



## **UNITED STATES NUCLEAR REGULATORY COMMISSION**

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**Yellow Announcement:** YA-22-0068

**Date:** August 23, 2022

**Expiration Date:** July 22, 2027

**TO: All NRC Employees**

**SUBJECT: ALTERNATIVE DISPUTE RESOLUTION PROGRAM FOR EQUAL  
EMPLOYMENT OPPORTUNITY COMPLAINTS AND RELATED ISSUES**

The U.S. Nuclear Regulatory Commission (NRC) is committed to promoting and sustaining an environment that works towards preventing and resolving workplace disputes and conflicts in a non-adversarial manner for all employees. The NRC continues to establish and implement policies that strive to prevent workplace disputes and conflicts whenever possible by employing the principles of Alternative Dispute Resolution (ADR) to achieve consensual resolution in conflict situations. The use of ADR helps to foster a collaborative organizational culture in which all employees are recognized, valued, and treated with dignity and respect.

The Alternative Dispute Resolution Act of 1996 authorizes and strongly encourages Federal agencies to use ADR as a preferred option in making reasonable efforts to actively resolve workplace disputes and conflicts. By utilizing a variety of problem-solving techniques, ADR aims to prevent and resolve workplace disputes and conflicts in an amicable, fair, and timely manner. The ADR process emphasizes cooperation and incorporates techniques such as facilitated discussions, coaching, conciliation, negotiation, and mediation—the most commonly used method at the NRC, to help rebuild trust between all parties involved.

While workplace disputes and conflicts may be addressed through the Equal Employment Opportunity (EEO) complaint process, the grievance process, and other forums, the NRC fully supports and encourages senior leaders, managers and supervisors, and employees to use ADR as a voluntary option to prevent and minimize the escalation of disputes and conflicts at the earliest and lowest possible level. The ADR process encourages opens lines of communication; promotes organizational effectiveness; provides confidentiality; supports productivity and accountability; improves engagement and morale; and fosters equal opportunity and diversity, equity, inclusion, and accessibility in the workplace. Let us continue to promote the use of ADR in conflict situations to better maintain a positive, safe, and healthy work environment where all employees can feel free to express themselves and their differences of opinion.

For additional information regarding the NRC's ADR Program for EEO Complaints and related issues, please access [SBCR's Web Page](#) and/or contact Rhonda Dorsey, ADR Program Coordinator, Office of Small Business and Civil Rights, at (301) 415-2254.

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Christopher T. Hanson  
Chairman

Management Directive Reference: MD 10.161, "[Civil Rights Program and Affirmative Employment and Diversity Management Program](#)," Handbook Section I.A.2

[U.S. Nuclear Regulatory Commission Alternative Dispute Resolution \(ADR\) Program Manual, dated October 25, 2019](#)

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