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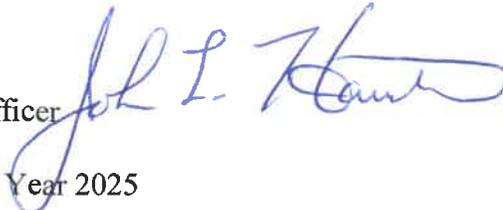


In reply refer to: AE-1

MEMORANDUM

Date: September 10, 2025

To: All Bonneville Power Administration Employees

From: John L. Hairston, Administrator and Chief Executive Officer 

Subject: Alternative Dispute Resolution Policy Statement, Fiscal Year 2025

The Bonneville Power Administration (BPA) is committed to using Alternative Dispute Resolution (ADR) to maintain a workplace where diverse perspectives are valued and differences are addressed constructively. Through ADR, we provide the tools and support needed to transform differences into opportunities for innovation and process improvement. This approach ensures that workplace challenges are handled professionally and resolved efficiently.

This commitment to constructive dialogue through ADR has demonstrated remarkable success in achieving its dual mission this past fiscal year. While maintaining strict confidentiality, the program has excelled in resolving workplace conflicts at the lowest possible level. Equally important has been the program's success in equipping our workforce with conflict management skills through proactive guidance, reaching hundreds of employees through targeted training sessions, one-on-one consultations, and educational resources. These proactive measures fostered a workplace culture of open communication, directly supporting employee retention and the achievement of mission-critical objectives.

For those unfamiliar with ADR, it is a process where a neutral third party assists individuals in dispute to reach an amicable resolution. This approach helps us avoid the cost, delay, and unpredictability of traditional adjudicatory processes while improving workplace communication and morale. The most common form of ADR is mediation, where an independent facilitator helps parties voluntarily reach a resolution.

ADR is available to any employee experiencing workplace conflict and seeking assistance in resolution. This broad availability of ADR services reflects not only our organizational values but also aligns with federal requirements. The Administrative Dispute Resolution Act, first enacted in 1990 and reauthorized in 1996, provides the framework for ADR and requires each federal agency to promote and use ADR methods to resolve disputes. Additionally, since 2000, the Equal Employment Opportunity Commission has required all federal agencies to make ADR

available during all stages of the Equal Employment Opportunity (EEO) process. Our commitment is to ensure these valuable resolution services are accessible to all employees, regardless of the nature of the conflict.

A request to participate in the dispute resolution process should be viewed as an opportunity to foster better communication that serves a mutual benefit. It is important to note that participating in ADR does not require reaching an agreement – you are only required to engage in the process with sincerity and good faith. For all conflicts where BPA is a party, the agency has the discretion to determine whether to participate in ADR. For EEO conflicts, the responding management official has a duty to participate in good faith when ADR is agreed to by BPA.

I strongly encourage you to consider ADR at the earliest signs of workplace conflict or communication breakdown. You do not need to wait for a situation to escalate – early intervention often leads to the best outcomes. The Civil Rights and EEO Office stands ready to assist you through this process. You can reach them at email ADR@BPA.gov. All inquiries are private and confidential.

Our shared commitment to resolving workplace conflicts constructively is fundamental to building the resilient workforce that our mission demands. When we engage in collaborative problem-solving and maintain civil discourse, we strengthen our collective capacity to innovate and excel. By ensuring that our differences can be addressed with dignity and respect, we create an environment where all employees can contribute fully to our mission.

Thank you for your commitment to maintaining a positive and productive workplace environment. Together, we can ensure that BPA remains an exemplary federal workplace where differences are addressed constructively and professional relationships thrive.