

Alternative Dispute Resolution

The Alternative Dispute Resolution (ADR) program provides dispute resolution training and services for City of Seattle employees. The ADR team has been helping employees deal with conflicts for over 20 years. The program has support from unions and HR groups as an alternative for resolving disputes. ADR is a confidential, trusted service with a 98.5% employee approval rating.

If you are a City of Seattle employee and have an issue with another employee (co-worker, supervisor, subordinate), ADR can help. All of the services ADR offers are completely confidential and voluntary. You can remain anonymous if you wish, and you will always be in-control of the process. Your ADR advisor will do nothing other than talk to you unless you ask us to.

The ADR program works with all kinds of issues:

- Claims of racism, discrimination, harassment or retaliation
- Interpersonal conflicts
- Communication problems
- Employee-employee relationships
- Employee-supervisor relationships
- Issues related to working from home
- Work team conflicts

If you have questions, want more information or need assistance, please call the ADR team at 206-615-1692, or email Dane.Keehn@seattle.gov or Vivien.Sharples@seattle.gov.