

SAN ONOFRE NUCLEAR GENERATING STATION



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**Using ADR  
To Resolve  
Discrimination Complaints**

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## **When Could ADR Be Offered?**

- At earliest juncture
- Prior to a full agency investigation
- The employee and the licensee should be notified of the availability of ADR at outset
- For as many cases as possible
- Other opportunities for ADR later in the process

## **Why Use ADR?**

- Informal and more direct
- Less adversarial and avoids defensiveness, polarization, and mis-communication
- Promotes reconciliation, does not force a finding of right and wrong
- Leads to more timely and more effective resolutions and action

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## Why Use ADR? (Continued)

- Voluntary
  - Parties who choose to participate are displaying an interest in reaching an agreement
  - Parties have more control
  - Promotes a greater understanding of the issues
  - Serves the interests of all parties

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## **Why Use ADR? (Continued)**

- Positive impact on the Safety Conscious Work Environment
  - Rapid resolution of differences
  - Rapid reconciliation and actions
  - Workforce less distracted
  - Reduce long-lived notoriety

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## **Why Use ADR? (Continued)**

- Employee and the licensee can avoid large financial, emotional, and resource outlays of litigation or the regulatory processes