The Secretary of Energy
Washington, DC 20585

October 5, 2014

MEMORANDUM FOR ALL FEDERAL AND CONTRACTOR EMPLOYEES

FROM: ERNEST J. MONIZ

SUBJECT: Employee Concerns Program Statement

The Department of Energy (DOE), including the National Nuclear Security Administration (NNSA), is charged with advancing the country's energy independence and nuclear security, promoting scientific and technological innovation, and ensuring the environmental cleanup of the Nation's nuclear weapons complex. Every day, thousands of DOE Federal and contractor employees carry out duties in support of this mission. DOE Federal and contractor employees are our strongest asset and are essential to the safe and efficient accomplishment of the mission.

I am committed to an effective, safe, and secure work environment for the Federal and contractor employees who carry out the Department's mission. I also remain committed to fostering a climate within the Department that encourages a questioning attitude and the free and open expression of Federal and contractor employee concerns.

Reporting of Employee Concerns

DOE Federal and contractor employees serve as the principal source for the discovery of conditions that could negatively affect the quality or safety of operations. As such, all DOE Federal and contractor personnel have the right – and the responsibility – to identify and report concerns associated with the environment, safety, health, and/or management of DOE operations. DOE Federal and contractor employees are encouraged to discuss concerns with their immediate supervisor, or any level of management. In turn, DOE Federal and contractor managers are expected to respond to these concerns in a prompt, effective, and respectful manner to ensure the safe and efficient operation of programs under their responsibility.

The Department's Employee Concerns Program (ECP) provides an important alternative forum for DOE Federal and contractor employees to raise concerns related to environmental, safety, health, and/or management matters at the Department. ECP offices throughout the Department are structured to facilitate thorough, fair, and prompt addressing of employee concerns. I expect managers and supervisors to actively promote and support the ECP, and to take appropriate actions to ensure that concerns raised with the ECP and brought to the attention of management are adequately and effectively addressed in a timely manner.

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No Reprisal

Reprisal against or intimidation of employees who have reported employee concerns is not acceptable. As defined in DOE Order 441.2A, reprisal occurs when an adverse action is taken against an employee in response to the employee having raised, in good faith, a reasonable concern about an aspect of DOE-related operations.

If we are to ensure the continued protection of employees, the environment, and the American public, we must foster open and free communication without fear of reprisal. I ask each of you to join me in my commitment to this important goal.

For more information about the ECP, and for a listing of ECP field office locations, contact the Department of Energy Office of Civil Rights at (202) 586-2218, or visit the ECP website at http://energy.gov/diversity/employeeconcerns.