



The Deputy Secretary of Energy
Washington, DC 20585

January 25, 2019

MEMORANDUM FOR ALL DEPARTMENT OF ENERGY EMPLOYEES

FROM:

DAN BROUILLETTE

A handwritten signature in black ink, appearing to read "Dan Brouillette", is written over the printed name.

SUBJECT:

Alternative Dispute Resolution

On June 1, 2017, Secretary Perry issued a memorandum to all employees at the Department of Energy, affirming his support for the usage of Alternative Dispute Resolution (ADR). In accordance with my efforts to continuously foster workplace improvements, I want to take this opportunity to reiterate the importance of ADR in managing and resolving workplace conflict at the Department of Energy (DOE).

As we work to ensure our success in the areas of science and innovation, safety and security, and energy economy, it is natural and beneficial to encounter healthy conflict in the workplace. Such conflict, when managed prudently, can help DOE advance, innovate, and improve by cultivating new ideas to overcome challenges. I believe that, to achieve the most positive and empowering outcome, the parties must be directly involved in the conflict's resolution. As such, I encourage all DOE personnel to utilize ADR practices to minimize the risk of conflict diverting attention from successfully achieving our mission.

To that end, DOE's Alternative Dispute Resolution Office (ADRO) promotes the use of ADR, notably through providing conflict management training and neutral third-party services across the DOE Complex. ADRO can assist parties in achieving a more efficient, expeditious, and cost-effective mechanism for resolving workplace conflicts. It can also provide the parties with a more gratifying and longer lasting outcome because they have come together to create the solution themselves.

Managers and supervisors should integrate ADR practices into their organization's framework, and actively encourage employees to utilize these methods as a primary means of dispute resolution in the workplace. While participation in ADR is entirely voluntary for employees, managers should fully participate in the ADR process when appropriate.

For more information and resources regarding ADR, please contact ADRO at (202) 586-4002 or at ADROffice@hq.doe.gov. ADRO also offers ADR education through its bi-monthly lunchtime program series and quarterly newsletter. Please find more information at <https://www.energy.gov/adr>. Additional information regarding ADRO, as well as information regarding other resources for DOE employees, is available at <http://hcnet.doe.gov/DOECARES>.

