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**SECTION J, ATTACHMENT J-11**  
**GUIDANCE FOR PREPARATION OF EMPLOYEE CONCERNS PROGRAM**  
**(ECP) IMPLEMENTATION PLAN**

The Contractor should use [DOE G 442.1-1, Department of Energy Employee Concerns Program Guide](#), when preparing an Employee Concerns Program (ECP) Implementation Plan.

The Department of Energy (DOE) recognizes that free and open expression of DOE Federal and contractor and subcontractor employee concerns is essential to safe and efficient accomplishment of DOE's missions. DOE employees and any contractor or subcontractor fulfilling DOE's mission have the right and responsibility to report concerns relating to the environment, safety, health, or management of Department operations. The guide provides methods of implementing requirements of DOE O 442.1. Does not cancel/supersede other directives.