



**The Secretary of Energy**  
Washington, DC 20585

June 1, 2017

MEMORANDUM FOR ALL DEPARTMENT OF ENERGY EMPLOYEES

FROM:

RICK PERRY

A handwritten signature in black ink that reads "Rick Perry".

SUBJECT:

Alternative Dispute Resolution (ADR) Secretarial Statement

The Nation's security and energy prosperity is dependent on our success. I commend your dedication to successfully accomplishing the Department of Energy's (DOE) work in areas spanning from nuclear security and environmental cleanup to scientific research. I am honored to join you at a historic time for America and the energy sector to advance the Department's core missions. My commitment is to continue listening to your ideas and supporting our missions which will yield benefits for future generations.

Undoubtedly, as we seek to synergize, and take advantage of, our diverse perspectives, ideas, and opinions to solve challenging problems, we will encounter different views or conflicting approaches about the best path forward. When managed effectively, such conflict can serve as a catalyst for innovation, growth, and progress. Our success will partly depend on the civility of our discourse as we work to find the best solutions, ensuring that all involved feel heard and valued. It has been my long held belief that it pays to resolve disputes at the lowest level possible. Not only is it good business and the best way to operate, but it is almost always the right thing to do.

I expect all employees, including managers, to incorporate alternative dispute resolution (ADR) techniques in daily interactions so that workplace conflicts do not escalate and become destructive clashes that may distract us from our mission. DOE has resource organizations to help resolve conflicts constructively at the earliest opportunity. Although participation in ADR is always voluntary for employees, if an employee requests ADR, managers are strongly encouraged to participate, absent extenuating circumstances.

For more information concerning ADR resources available within the Department, contact the ADR Office, at (202) 586-4002 or [ADROffice@hq.doe.gov](mailto:ADROffice@hq.doe.gov), or the Office of the Ombudsman, at (202) 586-0500. For information on the wide variety of resolution services available at DOE, go to <https://hcnet.doe.gov/DOECares>.

