




The Deputy Secretary of Energy
Washington, DC 20585

March 19, 2019

MEMORANDUM FOR HEADS OF DEPARTMENTAL ELEMENTS

FROM: DAN BROUILLETTE 
SUBJECT: Department of Energy Order 442.1B, *Department of Energy Employee Concerns Program*

I am pleased to announce that I signed Department of Energy (DOE) Order 442.1B, *Department of Energy Employee Concerns Program* on January 31, 2019. DOE O 442.1B cancels the previous June 6, 2001 version of the Order, and makes important improvements to strengthen the Department's Employee Concerns Program (ECP).

DOE O 442.1B establishes the criteria and processes to maintain a consistent ECP across DOE, including the National Nuclear Security Administration (NNSA), that encourages the free and open expression of employee concerns; provides DOE/NNSA federal, contractor, and subcontractor employees with an independent and formal avenue to raise employee concerns; and supports a safety culture where employee concerns can be promptly identified and resolved without fear of retaliation/reprisal. DOE O 442.1B defines an employee concern as a good faith expression by a current DOE/NNSA federal, contractor or subcontractor employee, that an activity, policy, or practice of DOE or one of its contractors or subcontractors—including but not limited to concerns related to the environment, safety, health, security, quality, and management of DOE facilities and operations—should be improved, modified, or terminated, or that the individual has been subjected to harassment, intimidation, retaliation/reprisal or discrimination for raising an employee concern.

While DOE federal and contractor employees are encouraged to seek resolution of concerns through local complaint or dispute resolution systems, or with first line supervisors, employees alternatively have the right to report employee concerns through the ECP. Employees may submit such employee concerns confidentially or anonymously to the ECP.

DOE federal and contractor employees are an important source for the discovery and reporting of conditions that could affect the quality or safety of operations. Fostering a climate that encourages the free and open expression of employee concerns is essential to the safe and efficient accomplishment of the Department's missions. I ask each of you to commit to this important goal and work together to accomplish it.



For more information about the ECP, contact the DOE Office of Environment, Health, Safety and Security at 202-586-6642 or by email at EmployeeConcernsProgram@hq.doe.gov. Contact information for the Department's ECP can be found in the attached contact list, and at the following link:
<https://www.energy.gov/ehss/downloads/doe-employee-concerns-program-contact-list>