



The Deputy Secretary of Energy

Washington, DC 20585

September 23, 2020

MEMORANDUM FOR HEADS OF DEPARTMENTAL ELEMENTS

FROM: MARK W. MENEZES 

SUBJECT: Annual Notification of Department of Energy's Employee Concerns Program

The Department of Energy (DOE), including the National Nuclear Security Administration (NNSA), established the Employee Concerns Program (ECP) to: encourage the free and open expression of Federal, contractor, and subcontractor employee concerns; provide an independent and formal avenue to raise those concerns; and support a safety culture where employee concerns can be promptly identified and resolved without fear of reprisal/retaliation.

While 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 their concerns through DOE's ECP, and may do so confidentially or anonymously.

Use of the ECP reinforces a positive safety culture, in which the safe performance of work and involvement by employees in all aspects of work performance are core values. Fostering a climate that encourages the free and open expression of concerns is essential to the safe and efficient accomplishment of the Department's missions, and I ask each of you to commit to the continued success of the ECP. Additional information about the ECP can be found in DOE Order 442.1B, *Department of Energy Employee Concerns Program*.

For more information, to report a concern, or to contact your local ECP Manager, please visit <https://www.energy.gov/ehss/downloads/doe-employee-concerns-program-contact-list>, or contact the ECP Director at 202-586-6642 or by email at EmployeeConcernsProgram@hq.doe.gov.