The Secretary of Energy
Washington, DC 20585

April 11, 2006

MEMORANDUM FOR ALL FEDERAL AND CONTRACTOR EMPLOYEES

FROM: SAMUEL W. BODMAN

SUBJECT: Employee Concerns Program Statement

One of our highest priorities at the Department of Energy (DOE) is to ensure the protection of all our employees, our Nation, and the environment. In pursuit of that goal, DOE Federal and contractor employees work diligently to ensure that all programs and activities are performed in an effective, safe, healthful, and environmentally sound manner.

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. DOE Federal and contractor employees are the principal means for the discovery and reporting of conditions that could negatively affect quality or safe operations. As such, all DOE Federal and contractor personnel have the right -- and the responsibility -- to identify and report concerns associated with safety, quality, environment, health, security, or management of DOE operations without fear of reprisal. DOE Federal and contractor employees are encouraged to discuss concerns with their immediate supervisor, or any level of management. In turn, DOE Federal and contractor managers are expected to respond respectfully to these concerns in a prompt and effective manner to ensure efficient operation of programs under their jurisdiction.

In cases where employees are unable to raise issues to management, or are uncomfortable doing so, the Department's Employee Concerns Program (ECP) provides an alternative mechanism to report concerns and have them evaluated and addressed independent of the normal problem resolution processes. The ECP is available to address any concern raised by an employee. The ECP offices throughout DOE are structured to ensure that employee concerns are addressed in a thorough, fair, and timely manner consistent with DOE Order 442.1A, Department of Energy Employee concerns program. I expect managers and supervisors to actively promote and support the ECP to ensure that concerns raised with the ECP are adequately, effectively, and timely addressed.

If we are to ensure the continued protection of DOE employees and the American public, we must foster open and free communication without fear of reprisal. I ask each of you to commit to this important goal and to work together to accomplish it. For more information about the ECP and field office locations, contact the Department of Energy's Office of Civil Rights and Diversity at (202) 586-2218.

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