

EMPLOYEE CONCERNS PROGRAM

The Department of Energy (DOE) recognizes that free and open expression of DOE Federal, contractor, and subcontractor employee concerns is essential to the safe and efficient accomplishment of DOE's missions. DOE employees and any contractor or sub-contractor fulfilling DOE's mission have the right and responsibility to report concerns relating to the environment, safety, health, or management of Department operations. The Employee Concerns Program (ECP) is designed to:



- ✓ Encourage open communication;
- ✓ Inform employees of the proper forum for consideration of their concerns;
- ✓ Ensure employees can raise issues without fearing reprisal;
- ✓ Address employee concerns in a timely and objective manner; and
- ✓ Provide employees an avenue for consideration of concerns that fall outside existing systems.

The ECP seeks to promote resolution of concerns at the lowest possible level. Therefore, employees are encouraged to report concerns to their immediate supervisor, to any level of management, or to offices responsible for dealing with the particular subject matter of the concern. Contractor and subcontractor employees are also encouraged to utilize their organization's ECP or complaint reporting procedure. If the issue remains unresolved, or the employee desires an independent review of the issue, the matter may be raised to the Integrated Support Center - Oak Ridge ECP.

Employees of DOE contractors and subcontractors who believe they have been retaliated against for engaging in protected activity have the right to file a complaint of retaliation under the DOE Contractor Whistleblower Protection Program 10 C.F.R. Part 708.

24 HOUR HOTLINE: 1-800-676-3267 or 1-865-241-3267

EMAIL: Employee_Concerns@oro.doe.gov

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