

2012 Strategic Sustainability Performance Plan



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The U.S. Office of Special Counsel (OSC) is an independent federal investigative and prosecutorial agency. Our basic authorities come from four federal statutes: the Civil Service Reform Act, the Whistleblower Protection Act, the Hatch Act, and the Uniformed Services Employment & Reemployment Rights Act (USERRA). OSC's primary mission is to safeguard the merit system by protecting federal employees and applicants from prohibited personnel practices, especially reprisal for whistleblowing.

OSC is committed to climate change adaptation planning so we can address challenges posed by climate change to our operations. We see our primary role in climate change adaptation as minimizing the agency's use of energy to reduce our impact on climate changes.

OSC's policy for climate change adaptation is to adequately plan for the effects of climate change so that we can continue our mission of safeguarding the merit system by protecting federal employees and applicants from prohibited personnel practices. Our initial adaptation goal is to assess how climate change may potentially affect the agency and its mission and determine the required resources to mitigate these affects. We will then ensure that climate adaptation planning is integrated into the Agency's planning processes.

As a small agency with fewer than 125 employees, OSC has limited resources and expertise in the area of climate change adaptation. We will therefore be leveraging the experience of other agencies who have developed creative solutions to the four areas that would most likely impact our employees: water shortages, higher cooling costs, increased flooding, and transportation issues.

We look forward as an agency to doing all within our powers to mitigate the negative effects of climate change, and to avert any loss of service to our role in protecting federal employees.

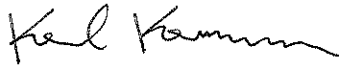
A handwritten signature in black ink, reading "Carolyn N. Lerner". The signature is written in a cursive, flowing style.

Carolyn N. Lerner
Special Counsel

Executive Summary

While the U.S. Office of Special Counsel is only .004% of the Federal Civilian Executive Branch Workforce, our mission to safeguard the merit system by protecting federal employees and applicants from prohibited personnel practices, especially reprisal for whistleblowing is carried out with every attempt to reduce the Green House Gas emissions that we produce, through our normal daily activities. Highest on our list is telecommuting. The reason for this is that we are limited to Scope 3 emissions, and since all of our buildings are leased, we have no direct ability to measure our use of water and electricity specific to our agency personnel. Our commuting-to-work GHG emissions were reduced 11% in FY 2012. This is not due to a reduction in staff, but rather increased use of telecommuting as a tool to reduce agency costs. Our GHG emissions for air travel increased very slightly, this is due to the large number of cases our agency has had to handle, which require direct physical intervention by our attorneys and investigators. We will continue in 2013 to discover new ways in which we can limit our GHG emissions.

Karl Kammann,



Senior Sustainability Officer,
U.S. Office of Special Counsel