

ANNUAL RESULTS: STRATEGIC GOAL 3			
TO RAISE FEDERAL EMPLOYEES' AND MANAGERS' AWARENESS OF THEIR RIGHTS AND RESPONSIBILITIES UNDER THE STATUTES ENFORCED BY OSC.			
<i>FY 2001 Performance Goals</i>	<i>FY 2001 Results</i>	<i>FY 2000 Results</i>	<i>FY 1999 Results¹</i>
1. Continue training at employing agencies to enhance awareness of employee rights and responsibilities under OSC statutes in compliance with congressionally mandated training requirement.	<p>Compiled federal agency survey results.</p> <p>Finalized OSC program to certify agency informational programs.</p> <p>Office of Personnel Management added OSC-related questions to federal employee survey on merit system principles.</p> <p>Developed plan to educate agencies and Inspectors General on statutory obligation to investigate whistleblower disclosure reports referred by OSC.</p>	<p>Surveyed federal agencies.</p> <p>Initiated plans for OSC program to certify agency informational programs.</p>	

¹ The five FY 2001 annual performance goals under strategic goal 3 differ substantially from the performance goal set in FY 1999. Nevertheless, activities described in the annual performance report for FY 1999 are shown in this column, where relevant to goals implemented in FY 2001.

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<i>FY 2001 Performance Goals</i>	<i>FY 2001 Results</i>	<i>FY 2000 Results</i>	<i>FY 1999 Results</i>
2. Enhance training and education materials for use by OSC and employing agencies.	<p>Implemented evaluation form as tool to assess results at OSC training presentations.</p> <p>Revised "Role of the U.S. Office of Special Counsel" brochure.</p> <p>Revised OSC speaker request forms (posted on OSC Web site).</p>	<p>Updated OSC training presentations to include interactive case scenarios.</p> <p>Posted outline of Hatch Act provisions on OSC Web site (used by several agencies to e-mail Hatch Act information to employees).</p> <p>Updated and reissued OSC's Federal Hatch Act poster.</p>	<p>Worked with Departments of Energy (DOE), and Veterans Affairs (DVA), Customs Service, Internal Revenue Service (IRS), and Small Business Administration (SBA) to provide training, including:</p> <ul style="list-style-type: none"> ▪ Letters from agency heads to employees on whistleblower protections (DVA, IRS); ▪ Mailings of OSC brochure to employees (Customs Service, IRS); ▪ Satellite training for employees, managers, and/or liaisons with OSC (Customs Service, DVA, IRS); and ▪ E-mailings of OSC guide on employee rights to all employees (DOE, SBA).
3. Include systemic training at employing agencies as part of corrective action settlements.	14 corrective actions obtained in which agencies agreed to train employees on rights and responsibilities.	9 corrective actions obtained in which agencies agreed to train employees on rights and responsibilities.	3 corrective actions obtained in which agencies agreed to train employees on rights and responsibilities.

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<i>FY 2001 Performance Goals</i>	<i>FY 2001 Results</i>	<i>FY 2000 Results</i>	<i>FY 1999 Results</i>
4. Include systemic training at employing agencies as part of corrective action settlements.	Negotiated 14 corrective actions including agency agreements to train employees on rights and responsibilities.	Negotiated 9 corrective actions including agency agreements to train employees on rights and responsibilities.	Negotiated 3 corrective actions including agency agreements to train employees on rights and responsibilities.
5. Maintain and enhance OSC Web page on the Internet and other information technologies.	<p>Web site recorded 325,176 user sessions (6,724,248 successful hits).</p> <p>Updated Hatch Act advisory opinions on Web site.</p> <p>29 press releases on significant case and other developments (<i>e.g.</i>, settlements, litigation outcomes, and OSC reorganization) issued and posted on Web site.</p> <p>OSC plan (under E.O. 13166) for improved access to services by persons with limited English proficiency posted on Web site.</p> <p>Added Web site link to page in Spanish summarizing role of OSC, providing telephone numbers for Spanish speakers, and e-mail address of Spanish-speaking staff attorney.</p>	<p>Web site recorded 231,342 user sessions.</p> <p>Added information about new OSC mediation program, and Hatch Act advisory opinions on recurring questions.</p> <p>34 press releases on significant case developments issued and posted on Web site.</p>	<p>Web site recorded 175,444 user sessions.</p> <p>Substantially redesigned Web site to improve content (including downloadable OSC publications and forms, press releases, significant legal briefs, and forms to request OSC speakers), appearance, and ease of use.</p> <p>26 press releases on significant case developments issued and posted on Web site.</p>

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6. Continue to convene practitioners' forums.	<p>Provided speakers for 61 presentations at 57 events.</p> <p>Met with delegations from Japan, Israel, Ukraine, Hungary, Russia and South Korea, and other countries interested in statutory rights and remedies enforced by OSC.</p>	<p>Provided speakers for 80 presentations at 75 events, including:</p> <ul style="list-style-type: none"> ▪ 6 town meetings co-sponsored by OSC and Federal Labor Relations Authority; attended by federal managers, employees and labor relations specialists nationwide. ▪ 8 Hatch Act forums nationwide. 	<p>Provided speakers for 76 presentations at 51 events.</p> <p>Special Counsel participated in radio call-in programs and print media interviews.</p>

² Activities reported for FY 1999 are derived from a discussion in that year's annual report of a different performance goal that was revised and updated in the performance plans for FY 2000 and 2001.