



POLICY STATEMENT

Continuity of Operations
Number: 1040
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Overview

Background

The changing threat environment and recent emergencies, including but not limited to localized acts of nature, accidents, technological emergencies, pandemics, and terrorist attack-related incidents, have increased awareness of the need for continuity capabilities and plans that enable federal agencies to continue their mission-essential functions across a broad spectrum of emergencies. As a federal executive branch agency, the Court Services and Offender Supervision Agency (CSOSA or the Agency) is required to maintain a comprehensive and effective continuity plan.

This policy establishes the Agency's commitment to:

- Implementing the Agency's Continuity Program;
 - Ensuring the continuation of CSOSA's mission essential function (MEF) under all circumstances;
 - Developing and maintaining the Continuity Program periodically; and
 - Complying with Federal Emergency Management Agency (FEMA) reporting requirements.
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Summary of Changes

This updated policy implements:

- Updated authorities.
 - Additional edits under policy to comply with Section 508.
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Coverage

This policy applies to all CSOSA employees, contractors, and interns.

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Overview, Continued

Authorities

- Presidential Policy Directive 40, *National Continuity Policy*, July 12, 2016
 - Federal Continuity Directive (FCD), *Federal Executive Branch Essential Functions Risk Identification and Management*, August 2024
 - Federal Continuity Directive (FCD), *Federal Executive Branch Continuity Program Management Requirements*, August 2024
 - Executive Order 12656 Assignment of Emergency Preparedness Responsibilities, November 18, 1988, as amended
 - Federal Continuity Directive 1 (FCD-1), Federal Executive Branch National Continuity Program and Requirements, January 17, 2017
 - 36 C.F.R. Part 1194-Information and Communication Technology Standards and Guidelines
 - OMB M-13-13 Open Data Policy, Managing Information as an Asset
 - M-24-08 Strengthening Digital Accessibility and the Management of Section 508 of the Rehabilitation Act
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Supersedes

This Policy Statement recertifies PS 1040 dated June 19, 2024 and is in effect until the next recertification date of 06/19/2028.

References

CSOSA Continuity of Operations Plan, version 5.0, dated January 12, 2026.

Administrator

The Office of the Director (OD) is responsible for the contents and administration of this policy.

Policy

Principles

- In compliance with the National Continuity Policy, the Agency maintains a comprehensive and effective Continuity Program to ensure the continuity of CSOSA's MEF.
 - The Agency develops and maintains continuity plans and procedures and implements tests, training, and exercises (TT&E) and assessment programs that ensure continuity of the Agency's MEF.
 - The Agency utilizes an emergency notification system as part of the Agency's comprehensive emergency communications strategy.
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Continuity Program Maintenance

The success of the Agency's Continuity Program is measured by the Agency's ability to continue its MEF in any situation. To accomplish this, CSOSA:

- Adheres to FEMA Continuity of Operations regulations;
 - Continually reviews and improves the Agency Continuity of Operations policy, plan, and procedures;
 - Adheres to a comprehensive TT&E protocol; and
 - Reports the status of its program to FEMA National Continuity Programs.
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Program Review and Improvement

The CSOSA Continuity Program is periodically reviewed and updated. The review is conducted by comparing the program with FEMA's Federal Continuity Assessment Tool (FCAT) and by conducting after-action reviews following real-world and exercise events. The FCAT consists of 43 comprehensive requirements condensed from the FCD-1. After-action reviews are internal reviews of continuity-related events. These reviews result in the inclusion of improved procedures into the next version of the Continuity of Operations Plan, which then becomes part of the subsequent tests, training classes, and exercise scenarios.

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Policy, Continued

Program Reporting

CSOSA complies with FEMA's Continuity of Operations reporting requirements. Reports include:

- Monthly submission of the Continuity Status Report (CSR);
 - Quarterly submission of the FCAT;
 - CSR submission whenever the Agency's Continuity Plan is activated;
 - CSR submission whenever the White House directs a change in the Continuity of Government Readiness Condition; and
 - CSR submission at other times, as directed by FEMA.
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Section 508 Compliance

- Section 508 conformance helps sustain Primary Mission Essential Functions (PMEFs) during emergencies by ensuring that individuals with disabilities can access and operate emergency Information and Communications Technology (ICT) systems and use them at alternative sites.
 - All emergency ICT systems, including those at alternate sites such as mobile sites where recovery operations occur, must conform to the applicable requirements in the current ICT Standards and Guidelines ([36 C.F.R. § 1194](#)).
 - All ICT systems used to perform Primary Mission Essential Functions (PMEFs) during emergencies must conform to the applicable requirements in the current ICT Standards and Guidelines ([36 C.F.R. § 1194](#)) to allow individuals with disabilities access to these systems.
 - All ICT systems provisioned for emergencies must conform to the applicable requirements in the current ICT Standards and Guidelines ([36 C.F.R. § 1194](#)), such that any ICT systems ultimately provided for emergencies are accessible to individuals with disabilities.
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Definitions

Continuity Event

A condition in which:

- The Agency is unable to perform its MEF, requiring the activation of the Agency's Continuity Plan by the CSOSA Director, and the deployment of the Agency's Emergency Relocation Group (ERG); or
 - The White House directs all executive branch departments and agencies to activate their Continuity Plans due to a disaster or imminent threat of a disaster.
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Continuity of Operations (Continuity or COOP)

Activities designed to ensure that a viable capability exists to continue essential functions across a wide range of potential emergencies through plans and procedures that address the following required continuity elements:

- Program management, plans, and procedures;
 - Essential functions;
 - Orders of succession;
 - Delegations of authority;
 - Alternate locations;
 - Communications and information systems;
 - Essential records management;
 - Human resources;
 - Reconstitution; and
 - TT&E.
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CSOSA Alert

An emergency notification system, which allows for the rapid, efficient, and effective dissemination of an emergency notification from and to a wide variety of communications platforms and provides for some type of response back from the message recipient.

Emergency Relocation Group (ERG)

The designated staff that can move to an Alternate Location and have the skills required to continue the Agency's MEF. ERG members may also be referred to as Continuity Personnel.

ERG Position Guide

An ERG's position-specific checklist that provides the steps necessary to fulfill the responsibilities of the position during a continuity event.

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Definitions, Continued

**Mission
Essential
Functions
(MEFs)**

The limited set of agency-level functions that must be continued throughout or resumed rapidly after a disruption of normal activities. CSOSA's MEF is to supervise and hold accountable offenders under its charge, especially those who are assessed to present the highest risk to public safety.

**Occupant
Emergency Plan
(OEP)**

A plan that establishes procedures for safeguarding lives and property. It focuses on initial response actions to protect the safety of personnel and consists of site-specific evacuation and shelter-in-place, and other emergency response procedures. At CSOSA, the Office of Administration (OA), Office of Facilities, manages this program.

Facility emergencies can be addressed through OEPs and can be site-specific. However, an emergency could become a continuity event if the Agency is no longer able to continue its MEF.

Roles and Responsibilities

Employees, contractors, and interns

- Read and adhere to this policy and its associated procedures, including the Continuity Plan.
 - Complete the Emergency Preparedness Awareness online training annually.
 - Monitor CSOSA Alert account, respond to CSOSA Alerts timely and confirm the accuracy of contact information periodically.
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Supervisors

- Ensure employees fulfil their Continuity-related obligations, under the Continuity Policy and Continuity Plan.
 - Keep employees informed of any Continuity-related issues.
 - Communicate any Continuity-related questions or concerns with their manager.
 - Ensure employees periodically verify CSOSA any personal information in their CSOSA Alert accounts.
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Emergency Relocation Group (ERG)

- Reads and signs their ERG Acknowledgement/Acceptance form.
 - Ensures their ERG Position Guide is current and complete enough that an alternate can take their place and know how to fulfil their responsibilities in that ERG position.
 - Cross-trains other employees to be alternates using their ERG Position Guide.
 - Reads and complies with the requirements of the CSOSA Continuity Policy and Continuity Plan.
 - Understands and performs their roles during continuity events, as required.
 - Proactively obtains information regarding impending or occurring threats.
 - Keeps the chain of command informed of their location and personal work-readiness status for accountability purposes.
 - Ensures they and their families make an effort to be prepared for emergencies.
 - Attends all required Agency ERG training and exercises.
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Roles and Responsibilities, Continued

Continuity Manager

- Executes the requirements of the CSOSA Continuity Policy and Plan.
- Maintains and updates the Continuity Plan.
- Provides support to the Continuity Coordinator, as needed, during a continuity event.
- Informs the Continuity Coordinator of the Continuity Program status.
- Represents CSOSA at Continuity Advisory Group (CAG) meetings, if requested by the Continuity Coordinator.
- Leads CSOSA's Continuity Committee.
- Works closely with the:
 - OA Office of Facilities to ensure a seamless interface between Continuity of Operations-related and Occupant Emergency Plan-related emergency planning and response;
 - Office of Information Technology (OIT) to ensure the Agency has adequate information technology and communications systems; and
 - OA Office of Security to address physical security-related Continuity of Operations issues.
- Completes and submits all required FEMA-required Continuity of Operations reports on time.
- Identifies and trains CSOSA's ERG members.
- Develops and delivers Continuity of Operations-related training to the Agency through:
 - New Employee Orientation classes;
 - Emergency Preparedness Online Courses;
 - Emergency Relocation Group training; and
 - Exercises.
- Cooperates and collaborates as necessary with:
 - Pretrial Services Agency and local Federal Criminal Justice Agencies;
 - FEMA;
 - DC Homeland Security and Emergency Management Agency; and
 - Emergency response organizations.
- Oversees all aspects of CSOSA Alert.

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Roles and Responsibilities, Continued

**CSOSA
Continuity
Coordinator**

- Ensures CSOSA has an effective Continuity Program.
 - Informs the CSOSA Director of the Continuity Program status.
 - Ensures the CSOSA Continuity Program complies with Federal directives.
 - Meets periodically with the CSOSA executives, Continuity Manager, and CSOSA Emergency Preparedness Work Group's Continuity Committee to discuss issues and further the development of the Continuity Program.
 - Represents CSOSA at Continuity Advisory Group (CAG) meetings or designates a representative to attend.
 - Oversees the annual vetting of the Continuity Plan.
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**Chief
Information
Officer (CIO)**

- Ensures CSOSA complies with the:
 - Communications and Information Systems Annex (Annex E) of the FCD-1;
 - National Institute of Standards and Technology (NIST), Contingency Planning Guide for Federal Information Systems (Special Publication 800-34 Rev. 1, November 11, 2010); and
 - NIST, Recommended Security Controls for Federal Information Systems (Special Publication 800-53 rev. 3, May 1, 2010).
 - Reviews and updates the Communications and Information Systems Annex of the CSOSA Continuity Plan semi-annually.
 - Ensures the OIT staff works closely with the CSOSA Continuity Manager to address critical strategies for systems, communications, contingency plans, and disaster recovery in the Continuity Plan.
 - Provides daily information technology and communications operating status updates to the CSOSA Crisis Action Team during a continuity event.
 - Oversees the capabilities and readiness of the OIT Disaster Recovery site.
 - Complies with additional continuity communications responsibilities listed in the Emergency Communications section of the Continuity Plan.
 - Conducts a semi-annual review of the CSOSA Alert to ensure the program is meeting contractual, cybersecurity, and privacy act requirements.
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Roles and Responsibilities, Continued

**Associate
Director, Office
of Community
Supervision and
Intervention
Services (OCSIS)**

- Works with the Continuity Coordinator and the Continuity Manager to ensure OCSIS members of the ERG are identified, trained, and equipped to sustain the Agency's MEF.
 - Ensures all applicable OCSIS staff members communicate Continuity-related information with offenders at intake and on an annual basis. Information should include the responsibilities of the offender and the Community Supervision Officer during periods of poor or no communications capability.
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**Associate
Directors**

- Read and ensure their assigned component complies with the CSOSA Continuity Policy and Plan,
 - Appoint a Continuity Point of Contact, who will be the Associate Director's representative to the CSOSA Continuity Committee and any other permanent or temporary organizations that may be established.
 - Update the following Continuity Program components with organizational information: Essential Functions, Orders of Succession / Delegations of Authority, and Essential Records.
 - Incorporate tenets of the Continuity Plan into routine operations such as:
 - Statements of work;
 - Contracts;
 - Employee cross-training;
 - Performance evaluations, where appropriate;
 - Partner Memorandums of Understanding (MOU);
 - CSOSA partner interdependencies; and
 - Records management.
 - Ensure all employees have current department contact lists.
 - Work closely with the CSOSA Continuity Coordinator and Continuity Manager to ensure organizational continuity capability.
 - Actively demonstrate support for and adherence to all CSOSA emergency management policies and procedures.
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Roles and Responsibilities, Continued

Office of Administration

Office of Facilities – Director

- Assign a supervisor from the Office of Facilities as a permanent member (with an alternate) of the Emergency Relocation Group, and the manager of its Reconstitution Team.
- Assign the Facilities' Building Management Officer as a permanent member of the Emergency Relocation Group, and the leader of its Advance Team.
- Assign an employee from the Facilities' Building Management Team as a permanent member of the Emergency Relocation Group's Advance Team.
- Collaborate with the Continuity Manager to fully plan for and support CSOSA's three permanent alternate locations and any other ad hoc locations that may be established during a continuity event.
- Facilitate the transportation of continuity activation kits between alternate locations during a continuity event.
- Collaborate with the Director, Office of Procurement, and the Continuity Manager to prepare for the potential transfer of the Transportation Contracting Officer Representative responsibilities to the Continuity Manager during a continuity event.
- Support the Facilities Management Officer's work with the joint OEP-Continuity training program.

Office of Security – Director

- Assign the Deputy Director, Office of Security, as a permanent member of the Emergency Relocation Group's Advance Team.
- Maintain the Continuity Manager's physical access permissions Agency-wide.
- Coordinate and collaborate with the Continuity Manager to ensure the continuity-related Voice over Internet Protocol (VoIP) radio program is efficiently and effectively integrated with that of the Security Guard Force and the Office of Security.
- Maintain the Security Guard Force contract language that addresses continuity event requirements inside and outside of the District of Columbia city limits.

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Roles and Responsibilities, Continued

**Office of
Administration,**
continued

Office of Procurement – Director

- Collaborate with the Continuity Manager to maintain COOP instructions within all contracts of vendors with continuity-related responsibilities.
 - Furnish at least one employee, capable of fulfilling emergency lease and acquisition functions, as a permanent member of the ERG.
 - Provide personal oversight of all continuity-related contracts to ensure they receive high priority, and that the continuity language is current.
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