Integration Tool for GRI and STARS Guidelines: Preface

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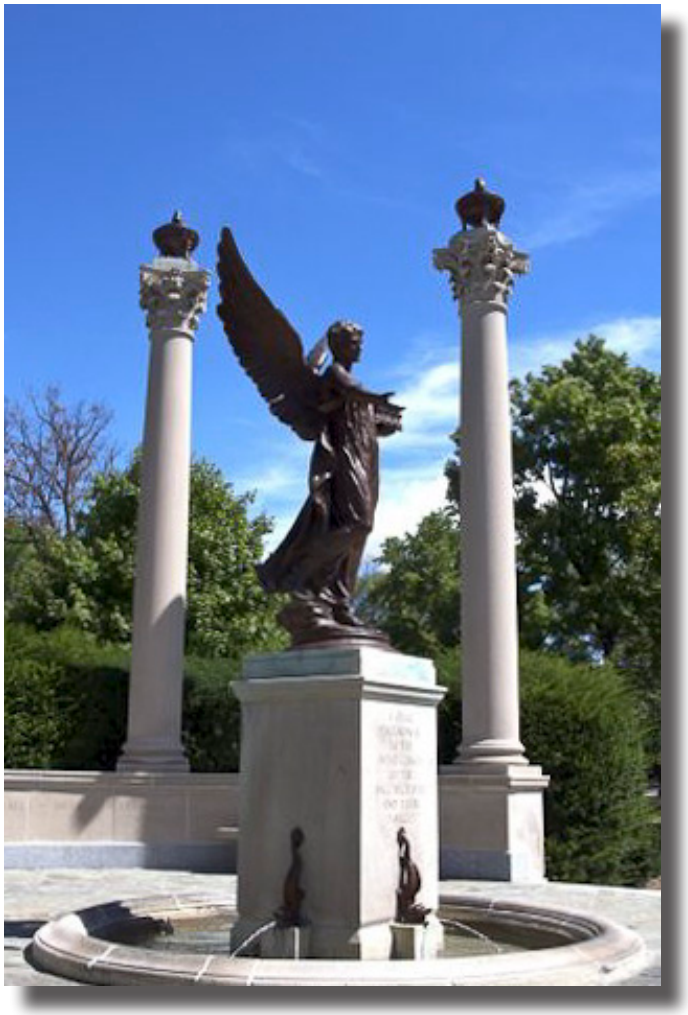
The following document is intended to assist universities in integrating the Global Reporting Initiative (GRI) Sustainability Reporting Guidelines (G3.1) and the Association for the Advancement of Sustainability in Higher Education (AASHE) reporting framework, Sustainability Tracking, Assessment & Rating System (STARS). Although they share common ground, each framework provides a unique perspective on an organization's progress toward sustainability-based development. The GRI guideline is the dominant sustainability-reporting framework used by international businesses and NGOs. By contrast, STARS offers an academically codified framework and is the singular tool used by colleges and universities.

GRI guidelines highlight an organization's sustainability-related activities by incorporating qualitative and quantitative information that describe an organization's mission-specific strategy, operational profile, management approach, and performance indicators (i.e., economic, environmental, and social). Although the GRI guidelines appear to be geared to for-profit organizations, they were created to be flexible and are used by many types of organizations. Any organization, whether for-profit or nonprofit, government or private, large or small, can apply them. Developed through an international, multi-stakeholder (e.g., accountants, investors, NGOs, governments) process, they are the dominant guidelines used by organizations around the globe, making them recognizable to many groups. Details about specific organizations employing these sustainability reporting guidelines can be found on the GRI website (http://www.globalreporting.org/ReportServices/GRIReportsList/).

STARS is a voluntary, self-reporting framework for recognizing and gauging relative progress toward sustainability for colleges and universities. The triple-bottom line reporting of economic, environmental, and social indicators is its basis. STARS originated in 2006 when the Higher Education Associations' Sustainability Consortium (HEASC), an informal network of higher education associations committed to sustainability, urged that a campus sustainability rating system be created. Since then, AASHE, other nonprofits, and higher education associations have collaborated to develop STARS. STARS 1.0 evolved with the consensus of stakeholders from AASHE and sustainability officers and faculty from participating institutions. To test the system, nearly 70 institutions participated in a year-long pilot program. To improve the system, AASHE vows to work with STARS participants and the campus sustainability community; comments on STARS are welcome at any time and may be sent to the STARS staff (stars@aashe.org).

There are many reasons for universities to use both the GRI and STARS reporting frameworks. They each offer formats that external and internal stakeholders can use for many purposes. By using GRI sustainability reporting guidelines, universities can communicate with their stakeholders in a narrative format about their sustainability culture, as well as their economic, environmental, and social effects. The STARS system offers detailed metrics covering education and research (ER), operations (OP), and planning, administration, and engagement (PAE). These metrics are designed to demonstrate a university's specific performance on sustainability activities that are unique to institutions of higher learning. Universities earn points for their sustainability plans and practices in each of the areas of ER, OP, and PAE. Stakeholders can then see total point accumulations. Sustainability leadership is designated by bronze, silver, gold, and platinum awards.

STARS involves a unit-level reporting approach where each unit contributes their information to the report; this allows for diffused responsibility of sustainability related activities across campuses. As information is assembled and added to a report template, STARS credits are accumulated. Each STARS credit is assigned as a Tier One or Tier Two credit. Tier One credits are worth one or more points each and are grouped by subcategory (e.g., Curriculum) within a classification (e.g., Education & Research). Many of the subcategories in STARS include Tier Two credits, each of which is worth 0.25 points.



The following integrative tool comparing both frameworks has *two* versions. One begins with a list of the GRI indicators and compares them to STARS (pp. 1 - 30); the other begins with the list of STARS indicators and compares them to the GRI *(*pp. 31-57*)*. Blank cells indicate that there is no corresponding standard in the alternative reporting framework.

Questions and comments are welcomed and should be sent to the senior author.

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December 5, 2011

Thanks to Michael White for his assistance with the layout of this document.

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	GRI G3 Guidelines	→	AASHE STARS
	•Core Indicators are assumed to be material for most organizations. An organization should report on Core Indicators unless they are deemed not material on the basis of the GRI Reporting Principles. •*Additional indicators (red italic font) represent emerging practice or address topics that may be material for some organizations, but are not material for others.*		• Tier One credits – Tier One credits are worth one or more points each and are grouped in a subcategory (e.g., Curriculum) within a category (e.g., Education & Research) • Tier Two credits – Many of the subcategories in STARS include Tier Two credits, each of which is worth 0.25 points.
Ref. Number	**Standard Disclosures: Profile**	**Ref. Number**	**Submission and Accountability**
	Strategy and Analysis		
1.1	Statement from most senior decision maker - relevance of sustainability to organization and strategy		Letter of Introduction from institution's president or chancellor
		PAE Credit 1	Sustainability Coordination Institution has a sustainability committee, office, and/or coordinator that are tasked by the administration or board of trustees to advise on and implement policies and programs related to sustainability on campus.
		PAE Credit 2	Strategic Plan Institution's current, formally adopted strategic plan or equivalent guiding document includes sustainability at a high level. The plan covers the entire institution.
		PAE Credit 4	Sustainability Plan Institution has a sustainability plan that was developed with input from faculty, staff, and students. The plan includes measurable goals with corresponding strategies and timeframes to achieve the goals. The plan need not be formally adopted.

		PAE Credit 5	Climate Plan Institution has a formal plan to mitigate its greenhouse gas emissions. The plan includes a measurable, numerical goal or goals and a corresponding date or dates by which the institution aims to achieve its goal(s). The plan has been adopted by the institution's administration.
1.2	Key impacts, risks, and opportunities	PAE Credit 5	Climate Plan Institution has a formal plan to mitigate its greenhouse gas emissions. The plan includes a measurable, numerical goal or goals and a corresponding date or dates by which the institution aims to achieve its goal(s). The plan has been adopted by the institution's administration.
	Organizational Profile		
2.1	Name of organization		Letter of Introduction from institution's president or chancellor
2.2	Primary brands, products, and/or services. The reporting organization should indicate the nature of its role in providing these products and services, and the degree to which it utilizes outsourcing.	ER Credit 1	Student Sustainability Educators Program Institution coordinates an ongoing peer-to-peer sustainability outreach and education program.
		ER Credit 2	Student Sustainability Outreach Campaign Institution holds at least one sustainability-related outreach campaign directed at students. The campaign yields measurable, positive results in advancing sustainability.
		ER Credit 3	Sustainability in New Student Orientation Institution includes sustainability prominently in its new student orientation activities and programming.
		ER Credit 4	Sustainability Materials and Publications Institution produces outreach materials and/or publications that foster sustainability learning and knowledge.
		ER Tier Two 1	Student Group Institution has an active student organization focused on sustainability.

		ER Tier Two 2	Organic Garden Institution has an on-campus garden where students are able to gain organic farming and/or gardening experience.
		ER Tier Two 3	Model Dorm Room Institution has an occupied, formally designated model room in a residence hall that is open to students during regular visitation hours and demonstrates sustainable living principles.
		ER Tier Two 4	Themed Housing Institution has sustainability-themed housing (residential hall or floor or theme house) where residents learn about sustainability together and to which residents must apply.
		ER Tier Two 5	Sustainable Enterprise Institution has a student-run sustainable enterprise, such as a café, through which students gain sustainable business skills.
		ER Tier Two 6	Sustainable Events Institution holds major events related to sustainability, such as conferences, speaker series, or symposia, which have students as the intended audience.
		ER Tier Two 7	Outdoors Program Institution has a wilderness or outdoors program that organizes hiking, backpacking, kayaking, or other outings for students and follows Leave No Trace principles.
		ER Tier Two 8	Themed Semester or Year Institution has chosen a sustainability-related theme for its themed semester, year, or first-year experience during the past three years.

		ER Credit 5	Sustainability Course Identification Part 1 Institution has developed a definition of sustainability in the curriculum. Part 2 Institution has identified its sustainability-focused and sustainability-related course offerings. Part 3 Institution makes its sustainability course inventory publicly available online.
		ER Credit 6	Sustainability-Focused Courses Institution offers sustainability-focused academic courses.
		ER Credit 7	Sustainability-Related Courses Institution offers sustainability-related academic courses.
		ER Credit 8	Sustainability Courses by Department Institution's academic departments (or equivalent) offer sustainability-related and/or sustainability-focused courses.
		ER Credit 9	Sustainability Learning Outcomes Institution's students graduate from programs that include sustainability as a required learning outcome or include multiple sustainability learning outcomes.
		ER Credit 10	Undergraduate Program in Sustainability Institution offers at least one sustainability-focused undergraduate major, degree program, or equivalent.
		ER Credit 11	Graduate Program in Sustainability Institution offers at least one sustainability-focused degree program or equivalent for graduate students.

		ER Credit 12	Sustainability Immersive Experience Institution offers at least one immersive, sustainability-focused educational study program. The program(s) may take place off-campus, overseas, or on-campus.
		ER Credit 13	Sustainability Literacy Assessment Part 1 Institution conducts an assessment of the sustainability literacy of its students. The sustainability literacy assessment focuses on knowledge of sustainability topics, not values or beliefs. Part 2 Institution conducts a follow-up assessment of the same cohort group using the same instrument.
		ER Credit 14	Incentives for Developing Sustainability Courses Institution has an ongoing program or programs that offer incentives for faculty in multiple disciplines or departments to develop new sustainability courses and/or incorporate sustainability into existing courses or departments. The program aims to increase student learning of sustainability.

		ER Credit 15	Sustainability Research Identification Part 1 Institution has developed a definition of sustainability research. The definition was developed by a committee comprised of at least three faculty members from different departments who conduct research (the committee may include students, staff, and other stakeholders as well). The definition does not have to be formally adopted. Part 2 Institution has identified its sustainability research activities and initiatives. This research inventory should include all research centers, laboratories, departments, and faculty members whose research focuses on or is related to sustainability. Part 3 Institution makes its sustainability research inventory publicly available online.
		ER Credit 16	Faculty Involved in Sustainability Research Institution's faculty members conduct research on sustainability topics.
		ER Credit 17	Departments Involved in Sustainability Research Institution's academic departments include faculty members who conduct sustainability research.

		ER Credit 18	Sustainability Research Incentives Part 1 Institution has an ongoing program to encourage students in multiple disciplines or academic programs to conduct research in sustainability. The program provides students with incentives to research sustainability. Such incentives may include, but are not limited to, fellowships, financial support, and mentorships. Part 2 Institution has an ongoing program to encourage faculty from multiple disciplines or academic programs to conduct research in sustainability topics. The program provides faculty with incentives to research sustainability. Such incentives may include, but are not limited to, fellowships, financial support, and faculty development workshops.
		ER Credit 19	Interdisciplinary Research in Tenure and Promotion Institution gives positive recognition to interdisciplinary, trans-disciplinary, and multidisciplinary research during faculty promotion and tenure decisions.
2.3	Operations structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.		
2.4	Location of headquarters	PAE Credit 3	Physical Campus Plan
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.		
2.6	Nature of ownership and legal form		
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).		

2.8	Scale of the reporting organization, including:
	• Number of employees;
	• Number of operations;
	• Net sales (for private sector organizations) or net revenues (for public sector organizations);
	• Total capitalization broken down in terms of debt and equity (for private sector organizations); and
	• Quantity of products or services provided.
	
	In addition to the above, reporting organizations are encouraged to provide additional information, as appropriate, such as:
	• Total assets;
	• Beneficial ownership (including identity and percentage of ownership of largest shareholders); and
	• Breakdowns by country/region of the following:
	  • Sales/revenues by countries/regions that make up 5 percent or more of total revenues;
	  • Costs by countries/regions that make up 5 percent or more of total revenues; and
	  • Employees		

2.9	Significant changes during reporting period regarding size, structure, or ownership		
2.10	Awards received in reporting period.		
	Report Parameters		
	Report Profile		
3.1	Reporting period		Rating System based on points - good for 3 years but may be updated annually

	Report Scope and Boundary		
3.5	Process for defining report content: • Determining materiality; • Prioritizing topics within the report; and • Identifying stakeholders the organization expects to use the report. Include an explanation of how the organization has applied the 'Guidance on Defining Report Content', the associated Principles and the Technical Protocol 'Applying the Report Content Principles'.		
	GRI Content Index		
3.12	Table identifying the location of the Standard Disclosures in the report.		
	Assurance		
3.13	Policy and current practice with regard to seeking external assurance for the report. If not included in assurance report, explain scope and basis of any external assurance provided.		Letter of Introduction from institution's chancellor affirms accuracy of information.

	Governance, Commitments, and Engagement		
	Governance		
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight. Describe the mandate and composition (including number of independent members and/or non executive members) of the highest governance body and its committees, and indicate each individual's position and any direct responsibility for economic, social, and environmental performance. Report the percentage of individuals by gender within the organization's highest governance body and its committees, broken down by age group and minority group membership and other indicators of diversity. Refer to definitions of age and minority group in the Indicator Protocol for LA13 and note that the information reported under 4.1 can be cross referenced against that reported for LA13.		
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.		
4.3	For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members. State how the organization defines 'independent' and 'non-executive'. This element applies only for organizations that have unitary board structures. See the glossary for a definition of 'independent'.		
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.		

4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives, and the organization's performance (including social and environmental performance).		
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.		
4.7	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organization's strategy on economic, environmental, and social topics.		
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social topics.	PAE Credit 2	Strategic Plan Institution's current, formally adopted strategic plan or equivalent guiding document includes sustainability at a high level. The plan covers the entire institution.
		PAE Credit 3	Physical Campus Plan Institution's current plan for its physical campus (commonly referred to as the campus master plan) includes sustainability at a high level.
		PAE Credit 13	Staff Professional Development in Sustainability Institution makes available training and/or other professional development opportunities in sustainability to all staff at least once per year.
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.		
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance		

	Commitments to External Initiatives		
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.		
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.		
4.13	Memberships in associations (such as industry association) and/or national/ international advocacy organizations in which the organizations: Has positions in governance bodies, participates in projects or committees, provides substantive funding beyond routine memberships dues, or views membership as strategic.		
	Stakeholders Engagement		
4.14	List of stakeholder groups engaged by the organization Examples of stakeholder groups are: • Civil society; • Customers; • Local Communities; • Shareholders and providers of capital; • Suppliers; and • Employees, other workers, and their trade unions.	PAE Credit 19	Community Sustainability Partnerships Institution has formal partnership(s) with the local community, including school districts, government agencies, non-profit organizations, or other entities, to work together to advance sustainability within the community.
		PAE Credit 20	Inter-Campus Collaboration on Sustainability Institution collaborates with other colleges and universities to support and help build the campus sustainability community.
4.15	Basis for identification and selection of stakeholders with whom to engage.		
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.		
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	PAE Credit 12	Employee Satisfaction Evaluation Institution conducts a survey or other evaluation that allows for anonymous feedback at least once every five years to measure employee satisfaction.

		PAE Credit 13	Staff Professional Development in Sustainability Institution makes available training and/or other professional development opportunities in sustainability to all staff at least once per year.
	Standard Disclosures: Performance Indicators		
	Environment		
	Materials		
EN1	Materials used by weight or volume.	OP Credit 6	Food Purchasing Institution purchases food that meets one or more of the following criteria: • Grown and processed within 250 miles of the institution • Third-party certified (USDA Certified Organic, Marine Stewardship Council Blue Ecolabel, Food Alliance, Fair Trade) • Grown on a farm that operates as a cooperative, has a profit sharing policy for all employees, or has a social responsibility policy covering all workers
		OP Credit 10	Computer Purchasing Part 1 Institution has an institution-wide stated preference to purchase Electronic Product Environmental Assessment Tool (EPEAT) Silver or higher products. Part 2 Institution purchases Electronic Product Environmental Assessment Tool (EPEAT) Silver and/or Gold registered products for all standard desktop and notebook/laptop computers and monitors.
		OP Credit 11	Cleaning Products Purchasing Institution has an institution-wide stated preference to purchase Green Seal™ or EcoLogoTM certified cleaning products.

		OP Credit 12	Office Paper Purchasing Part 1 Institution has an institution-wide stated preference to purchase recycled content office paper. This can take the form of purchasing policies, guidelines, or directives to purchase recycled content office paper. Part 2 Institution purchases recycled content office paper.
EN2	Percentage of materials used that are recycled input materials.	OP Credit 17	Waste Reduction Institution has implemented source reduction strategies to reduce total waste generation (garbage, recycling, and compost) per weighted campus user compared to a 2005 baseline. Total waste generation includes all materials recycled, composted, and disposed of as trash except construction, demolition, electronic, hazardous, universal and non-regulated chemical waste.
		OP Tier Two 10	Recycled Content Napkins Institution uses recycled content napkins in its dining service operations.
		OP Tier Two 41	Chemical Reuse Inventory Institution has implemented a campus-wide inventory system to facilitate the reuse or redistribution of laboratory chemicals.
	Energy		
EN3	Direct energy consumption by primary energy source.	OP Credit 7	Building Energy Consumption Institution has reduced its total building energy consumption per gross square foot of building space compared to a 2005 baseline.
EN4	Indirect energy consumption by primary energy source.		

EN5	*Energy saved due to conservation and efficiency improvements.*	OP Credit 1	Buildings Operations and Maintenance Institution has reduced its total building energy consumption per gross square foot of building space compared to a 2005 baseline.
		OP Credit 2	Building Design and Construction Institution-owned buildings that were constructed or underwent major renovations in the past three years are: 1) Certified under the LEED® for New Construction and Major Renovations, LEED for Commercial Interiors, and/or LEED for Core and Shell Green Building Rating Systems, and/or 2) Designed and built in accordance with green building guidelines and policies that cover the following topics: • Impacts on the surrounding site • Energy consumption • Usage of environmentally preferable materials • Indoor environmental quality • Water consumption
EN6	*Initiatives to provide energy-efficient or renewable energy based products and services and reductions in energy requirements as a result of these initiatives.*	OP Credit 8	Renewable Energy Institution supports the development and use of clean and renewable energy sources.
		OP Tier Two 13	Timers for Temperature Control Institution uses timers to regulate temperatures based on occupancy hours in at least one building.
		OP Tier Two 14	Lighting Sensors Institution uses motion, infrared, and/or light sensors to reduce energy use for lighting in at least one building.
		OP Tier Two 15	LED Lighting Institution uses Light Emitting Diode (LED) technology in at least one lighting application.

		OP Tier Two 16	Vending Machine Sensors Institution has installed vending machine motion sensors for at least one vending machine.
		OP Tier Two 17	Energy Management System Institution uses a centralized energy management system that allows it to track energy consumption and performance in multiple buildings in a central location.
		OP Tier Two 18	Energy Metering Institution meters all energy consumption (including electricity, natural gas, purchased steam) for at least one building.
EN7	*Initiatives to reduce indirect energy consumption and reductions achieved.*		
	Water		
EN8	Total water withdrawal by source.	OP Credit 22	Water Consumption Institution has reduced its water consumption per weighted campus user compared to a 2005 baseline.
		OP Tier Two 44	Waterless Urinals Institution uses at least one waterless urinal.
		OP Tier Two 45	Building Water Metering Institution meters building-level water consumption for at least one building.
		OP Tier Two 46	Non-Potable Water Usage Institution uses non-potable water (e.g., harvested rainwater or graywater) for irrigation and/or other applications.
		OP Tier Two 47	Xeriscaping Institution uses xeriscape landscaping techniques, including the selection of drought tolerant plants.

		OP Tier Two 48	Weather-Informed Irrigation Institution uses weather data or weather sensors to automatically adjust irrigation practices.
EN9	*Water sources significantly affected by withdrawal of water.*		
EN10	*Percentage and total volume of water recycled and reused.*	OP Credit 23	Stormwater Management Part 1 Institution has adopted a stormwater management policy, plan, and/or strategies that mitigate the stormwater runoff impacts of new construction, major renovation, and other projects that increase paved surface area on campus or otherwise significantly change the campus grounds. The policy, plan, and/or strategies address both the quantity and quality (or contamination level) of stormwater runoff. The policy, plan, and/or strategies cover the entire campus. While the specific strategies or practices adopted may vary depending on project type and location, this credit is reserved for institutions that mitigate stormwater runoff impacts consistently during new construction. Implementing a strategy or strategies for only one new development project is not sufficient for this credit. Part 2 Institution has adopted a stormwater management policy, plan, or strategies that mitigate the stormwater runoff impacts of ongoing campus operations. The policy, plan, or strategies address both the quantity and quality (or contamination level) of stormwater runoff.
	Biodiversity		
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.		

EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	OP Tier Two 22	Snow and Ice Removal Institution has implemented technologies or strategies to reduce the environmental impacts of snow and ice removal.
EN13	*Habitats protected or restored.*	OP Tier Two 19	Native Plants Institution prioritizes use of native plant species in landscaping.
		OP Tier Two 20	Wildlife Habitat Institution has programs in place to protect and/or create wildlife habitat on institution-owned land.
		OP Tier Two 21	Tree Campus USA Institution is recognized by the Arbor Day Foundation's Tree Campus USA program.
EN14	*Strategies, current actions, and future plans for managing impacts on biodiversity.*		
EN15	*Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.*		
	Emissions, Effluents, and Waste		
EN16	Total direct and indirect greenhouse gas emissions by weight.	OP Credit 4	Greenhouse Gas Emissions Inventory Part 1 Institution has conducted a GHG emissions inventory covering its Scope 1 and Scope 2 emissions. Part 2 Institution has conducted a GHG emissions inventory covering Scope 3 emissions.
		OP Tier Two 1	Air Travel Emissions Institution has policies and/or programs in place to reduce emissions from air travel.
		OP Tier Two 2	Local Offsets Program Institution has policies and/or programs in place to reduce emissions from air travel.

		OP Credit 16	Employee Commute Modal Split Institution's employees (faculty, staff, and administrators) get to and from campus by a means other than single occupancy vehicle for the majority of their daily trips. Alternatives to single occupancy vehicle transportation include walking, bicycling, van or carpooling, taking public transportation, or riding a campus shuttle.
EN17	Other relevant indirect greenhouse gas emissions by weight.		
EN18	*Initiatives to reduce greenhouse gas emissions and reductions achieved.*	OP Credit 5	Greenhouse Gas Emissions Reduction Institution reduced its net Scope 1 and Scope 2 GHG emissions per weighted campus user compared to a 2005 baseline.
EN19	Emissions of ozone-depleting substances by weight.		
EN20	NO, SO, and other significant air emissions by type and weight.		
EN21	Total water discharge by quality and destination.		
EN22	Total weight of waste by type and disposal method.	OP Credit 17	Waste Reduction Institution has implemented source reduction strategies to reduce total waste generation (garbage, recycling, and compost) per weighted campus user compared to a 2005 baseline. Total waste generation includes all materials recycled, composted, and disposed of as trash except construction, demolition, electronic, hazardous, universal and non-regulated chemical waste.
		OP Credit 18	Waste Diversion Institution diverts materials from the landfill or incinerator by recycling, composting, reusing, donating, or re-selling.
		OP Credit 19	Construction and Demolition Waste Diversion Institution diverts non-hazardous construction and demolition waste from the landfill and/or incinerator.

		OP Credit 20	Electronic Waste Recycling Program Part 1 Institution has a program in place to recycle, reuse, and/or refurbish all electronic waste generated by the **institution**. Institution takes measures to ensure that the electronic waste is recycled responsibly. Part 2 Institution has a program in place to recycle, reuse, and/or refurbish electronic waste generated by **students**. Institution takes measures to ensure that the electronic waste is recycled responsibly.
		OP Tier Two 7	Pre-Consumer Food Waste Composting Institution has a pre-consumer food waste composting program.
		OP Tier Two 8	Postconsumer Food Waste Composting Institution has a postconsumer food waste composting program.
		OP Tier Two 9	Food Donation Institution donates leftover or surplus food.
		OP Tier Two 23	Compost Institution composts or mulches waste from grounds keeping, including grass trimmings.
EN23	Total number and volume of significant spills.		
EN24	*Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported wasted shipped internationally.*	OP Credit 21	Hazardous Waste Management Institution has strategies in place to safely dispose of all hazardous, universal, and non-regulated chemical waste and seeks to minimize the presence of these materials on campus.

EN25	*Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.*	OP Credit 23	Stormwater Management Part 1 Institution has adopted a stormwater management policy, plan, and/or strategies that mitigate the stormwater runoff impacts of new construction, major renovation, and other projects that increase paved surface area on campus or otherwise significantly change the campus grounds. The policy, plan, and/or strategies address both the quantity and quality (or contamination level) of stormwater runoff. The policy, plan, and/or strategies cover the entire campus. While the specific strategies or practices adopted may vary depending on project type and location, this credit is reserved for institutions that mitigate stormwater runoff impacts consistently during new construction. Implementing a strategy or strategies for only one new development project is not sufficient for this credit. Part 2 Institution has adopted a stormwater management policy, plan, or strategies that mitigate the stormwater runoff impacts of ongoing campus operations. The policy, plan, or strategies address both the quantity and quality (or contamination level) of stormwater runoff.
	Products and Services		
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.		
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.		
	Compliance		
EN28	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with environmental laws and regulations.		

	Transport		
EN29	*Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.*	OP Credit 16	Employee Commute Modal Split Institution's employees (faculty, staff, and administrators) get to and from campus by a means other than single occupancy vehicle for the majority of their daily trips. Alternatives to single occupancy vehicle transportation include walking, bicycling, van or carpooling, taking public transportation, or riding a campus shuttle.
	Overall		
EN30	*Total environmental protection expenditures and investments by type.*		
	Social		
	Human Rights		
	Investment and Procurement Practices		
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	PAE Credit 25	Trademark Licensing Part 1 Institution is a member of the Fair Labor Association or Worker Rights Consortium. Part 2 Institution has signed on to participate in the Designated Suppliers Program.
		PAE Tier Two 7	Student-Managed SRI Fund Institution has a student-managed socially responsible investment fund through which students are able to develop socially responsible investment skills and experience.
		PAE Tier Two 8	Socially Responsible Investment Institution has a policy or directive to consider the social and/or environmental impacts of investment decisions, in addition to financial considerations.
		PAE Tier Two 9	Investment Disclosure Institution makes a snapshot of its investment holdings, including the amount invested in each fund and/or company and proxy voting records, available to the public.

HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	OP Credit 13	Vendor Code of Conduct Institution has and acts on a vendor code of conduct or equivalent policy that sets expectations about the social and environmental responsibility of vendors with whom the institution does business.
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	PAE Credit 14	Sustainability in New Employee Orientation Institution conducts a survey or other evaluation that allows for anonymous feedback at least once every five years to measure employee satisfaction.
	Non-Discrimination		
HR4	Total number of incidents of discrimination and actions taken.		
	Freedom of Association and Collective Bargaining		
HR5	Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights.	PAE Credit 11	Sustainable Compensation Institution evaluates, and updates as appropriate, its wages and benefits policies and its guidelines for contractors operating on campus to ensure that total compensation (wages plus benefits) for all on-campus workers is sufficient to enable these employees to meet their basic needs, as defined by the institution.
	Child Labor		
HR6	Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.		
	Forced and Compulsory Labor		
HR7	Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor.		

	Security Practices		
HR8	*Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.*		
	Indigenous Rights		
HR9	*Total number of incidents of violations involving rights of indigenous people and actions taken.*		
	Assessment		
HR10	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.		
	Remediation		
HR11	Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms.		
	Labor Practices and Decent Work		
	Employment		
LA1	Total workforce by employment type, employment contract, and region.		
LA2	Total number and rate of employee turnover, age group, gender, and region.	PAE Credit 6	Diversity and Equity Coordination Institution has a diversity and equity committee, office, and/or coordinator that are tasked by the administration or board of trustees to advise on and implement policies and programs related to diversity and equity on campus.
		PAE Credit 7	Measuring Campus Diversity Culture Institution assesses attitudes about diversity and equity on campus and uses the results to guide policy, programs, and initiatives.
LA3	*Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.*	PAE Credit 11	Sustainable Compensation Institution evaluates, and updates as appropriate, its wages and benefits policies and its guidelines for contractors operating on campus to ensure that total compensation (wages plus benefits) for all on-campus workers is sufficient to enable these employees to meet their basic needs, as defined by the institution.

	Labor/Management Relations		
LA15	Return to work and retention rates after parental leave by gender.		
LA4	Percentage of employees covered by collective bargaining agreements.	PAE Credit 11	Sustainable Compensation Institution evaluates, and updates as appropriate, its wages and benefits policies and its guidelines for contractors operating on campus to ensure that total compensation (wages plus benefits) for all on-campus workers is sufficient to enable these employees to meet their basic needs, as defined by the institution.
LA5	Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements.		
	Occupational Health and Safety		
LA6	*Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.*		
LA7	Rates of injury, occupational diseases, lost days and absenteeism, and number of work-related fatalities by region and by gender.		
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	PAE Tier Two 4	Childcare Institution has an on-site child care facility, partners with a local facility, and/or provides subsidies or financial support to help meet the child care needs of students, faculty, and staff.
		PAE Tier Two 5	Employee Wellness Program Institution has an employee assistance or wellness program that provides counseling, referral, and well-being services to employees.
LA9	*Health and safety topics covered in formal agreements with trade unions.*		

	Training and Education		
LA10	Average hours of training per year per employee by employee category.	PAE Credit 15	Employees Sustainability Educators Program Institution makes available training and/or other professional development opportunities in sustainability to all staff at least once per year.
		PAE Tier Two 2	Employee Training Opportunities Institution makes cultural competence trainings and activities available to all employees.
		PAE Tier Two 3	Student Training Opportunities Institution makes cultural competence trainings and activities available to all students.
LA11	*Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.*	PAE Credit 15	Employees Sustainability Educators Program Institution makes available training and/or other professional development opportunities in sustainability to all staff at least once per year.
LA12	*Percentage of employees receiving regular performance and career development reviews.*		
	Diversity and Equal Opportunity		
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	PAE Credit 6	Diversity and Equity Coordination Institution has a diversity and equity committee, office, and/or coordinator that are tasked by the administration or board of trustees to advise on and implement policies and programs related to diversity and equity on campus.
	Equal Remuneration for Women and Men		
LA14	Ratio of basic salary and renumeration of women to men by employee category, by significant locations of operation.	PAE Credit 6	Diversity and Equity Coordination Institution has a diversity and equity committee, office, and/or coordinator that are tasked by the administration or board of trustees to advise on and implement policies and programs related to diversity and equity on campus.

	Society		
	Local Community		
SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs.	PAE Credit 22	Community Service Participation Institution engages its student body in community service, as measured by the percentage of students who participate in community service.
		PAE Credit 23	Community Service Hours Institution engages its student body in community service, as measured by the average hours contributed per full time student per year.
SO9	Operations with significant potential or actual negative impacts on local communities.		
SO10	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.		
	Corruption		
SO2	Percentage and total number of business units analyzed for risks related to corruption.		
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.		
SO4	Actions taken in response to incidents of corruption.		
	Public Policy		
SO5	Public policy positions and participation in public policy development and lobbying.		
SO6	*Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.*		
	Anti-competitive Behavior		
SO7	*Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.*		

	Compliance		
SO8	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations		
	Product Responsibility		
	Customer Health and Safety		
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.		
PR2	*Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.*		
	Product and Service Labeling		
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.		
PR4	*Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.*		
PR5	*Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.*		
	Marketing Communications		
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.		
PR7	*Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.*		
	Customer Privacy		
PR8	*Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.*		

	Compliance		
PR9	Monetary value of significant fines for noncompliance with laws and regulations concerning the provision and use of products and services.		
	Economic		
	Economic Performance		
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.		
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.		
EC3	Coverage of the organization's defined benefit plan obligations.		
EC4	Significant financial assistance received from government.		
	Market Presence		
EC5	*Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.*	PAE Credit 11	Sustainable Compensation Institution evaluates, and updates as appropriate, its wages and benefits policies and its guidelines for contractors operating on campus to ensure that total compensation (wages plus benefits) for all on-campus workers is sufficient to enable these employees to meet their basic needs, as defined by the institution.
EC6	Policy, practices, and proportions of spending on locally-based suppliers at significant locations of operation.	OP Tier Two 25	Local Businesses Institution gives preference to local products and businesses in its purchasing decisions.
EC7	Procedures for local hiring and proportion of senior management hired from the local community at locations of significant operation.		

	Indirect Economic Impacts		
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in kind, or pro bono engagement.		
EC9	*Understanding and describing significant indirect economic impacts, including the extent of impacts.*		

		AASHE STARS	→	GRI G3 Guidelines
		• Tier One credits – Tier One credits are worth one or more points each and are grouped in a subcategory (e.g., Curriculum) within a category (e.g., Education & Research) • Tier Two credits – Many of the subcategories in STARS include Tier Two credits, each of which is worth 0.25 points.		•Core Indicators are assumed to be material for most organizations. An organization should report on Core Indicators unless they are deemed not material on the basis of the GRI Reporting Principles. •*Additional Indicators (red italic font) represent emerging practice or address topics that may be material for some organizations, but are not material for others.*
Ref. Number		**Category 1: Education and Research**	**Ref. Number**	
		Co-Curricular Education Tier One Credits		
ER Credit	1	Student Sustainability Educators Program Institution coordinates an ongoing peer-to-peer sustainability outreach and education program for degree-seeking students.	2.2	Primary brands, products, and /or services. The reporting organization should indicate the nature of its role in providing these products and services, and the degree to which it utilizes outsourcing.
ER Credit	2	Student Sustainability Outreach Campaign Institution holds at least one sustainability-related outreach campaign directed at students. The campaign yields measurable, positive results in advancing sustainability.	2.2	Primary brands, products, and /or services. The reporting organization should indicate the nature of its role in providing these products and services, and the degree to which it utilizes outsourcing.
ER Credit	3	Sustainability in New Student Orientation Institution includes sustainability prominently in its new student orientation activities and programming.	2.2	Primary brands, products, and /or services. The reporting organization should indicate the nature of its role in providing these products and services, and the degree to which it utilizes outsourcing.
ER Credit	4	Sustainability Materials and Publications Institution produces outreach materials and/or publications that foster sustainability learning and knowledge.	2.2	Primary brands, products, and /or services. The reporting organization should indicate the nature of its role in providing these products and services, and the degree to which it utilizes outsourcing.

		Co-Curricular Education Tier Two Credits		
ER Tier Two	1	Student Group Institution has an active student organization focused on sustainability.	2.2	Primary brands, products, and /or services. The reporting organization should indicate the nature of its role in providing these products and services, and the degree to which it utilizes outsourcing.
ER Tier Two	2	Organic Garden Institution has an on-campus garden where students are able to gain organic farming and/or gardening experience.	2.2	Primary brands, products, and /or services. The reporting organization should indicate the nature of its role in providing these products and services, and the degree to which it utilizes outsourcing.
ER Tier Two	3	Model Dorm Room Institution has an occupied, formally designated model room in a residence hall that is open to students during regular visitation hours and demonstrates sustainable living principles.	2.2	Primary brands, products, and /or services. The reporting organization should indicate the nature of its role in providing these products and services, and the degree to which it utilizes outsourcing.
ER Tier Two	4	Themed Housing Institution has sustainability-themed housing (residential hall or floor or theme house) where residents learn about sustainability together and to which residents must apply.	2.2	Primary brands, products, and /or services. The reporting organization should indicate the nature of its role in providing these products and services, and the degree to which it utilizes outsourcing.
ER Tier Two	5	Sustainable Enterprise Institution has a student-run sustainable enterprise, such as a café, through which students gain sustainable business skills.	2.2	Primary brands, products, and /or services. The reporting organization should indicate the nature of its role in providing these products and services, and the degree to which it utilizes outsourcing.
ER Tier Two	6	Sustainable Events Institution holds major events related to sustainability, such as conferences, speaker series, or symposia, which have students as the intended audience.	2.2	Primary brands, products, and /or services. The reporting organization should indicate the nature of its role in providing these products and services, and the degree to which it utilizes outsourcing.
ER Tier Two	7	Outdoors Program Institution has a wilderness or outdoors program that organizes hiking, backpacking, kayaking, or other outings for students and follows Leave No Trace principles.	2.2	Primary brands, products, and /or services. The reporting organization should indicate the nature of its role in providing these products and services, and the degree to which it utilizes outsourcing.

ER Tier Two	8	Themed Semester or Year Institution has chosen a sustainability-related theme for its themed semester, year, or first-year experience during the past three years.	2.2	Primary brands, products, and /or services. The reporting organization should indicate the nature of its role in providing these products and services, and the degree to which it utilizes outsourcing.
		Curriculum **Tier One Credits**		
ER Credit	5	Sustainability Course Identification Part 1 Institution has developed a definition of sustainability in the curriculum. Part 2 Institution has identified its STARS-defined sustainability-focused and sustainability-related course offerings. Part 3 Institution makes its sustainability course inventory publicly available online.	2.2	Primary brands, products, and /or services. The reporting organization should indicate the nature of its role in providing these products and services, and the degree to which it utilizes outsourcing.
ER Credit	6	Sustainability-Focused Courses Institution offers sustainability-focused academic courses.	2.2	Primary brands, products, and /or services. The reporting organization should indicate the nature of its role in providing these products and services, and the degree to which it utilizes outsourcing.
ER Credit	7	Sustainability-Related Courses Institution offers sustainability-related academic courses.	2.2	Primary brands, products, and /or services. The reporting organization should indicate the nature of its role in providing these products and services, and the degree to which it utilizes outsourcing.
ER Credit	8	Sustainability Courses by Department Institution's academic departments (or equivalent) offer sustainability-related and/or	2.2	Primary brands, products, and /or services. The reporting organization should indicate the nature of its role in providing these products and services, and the degree to which it utilizes outsourcing.
ER Credit	9	Sustainability Learning Outcomes Institution's students graduate from programs that include sustainability as a required learning outcome or include multiple sustainability learning outcomes.	2.2	Primary brands, products, and /or services. The reporting organization should indicate the nature of its role in providing these products and services, and the degree to which it utilizes outsourcing.

ER Credit	10	Undergraduate Program in Sustainability Institution offers at least one sustainability-focused undergraduate major, degree program, or equivalent.	2.2	Primary brands, products, and /or services. The reporting organization should indicate the nature of its role in providing these products and services, and the degree to which it utilizes outsourcing.
ER Credit	11	Graduate Program in Sustainability Institution offers at least one sustainability-focused degree program or equivalent for graduate students.	2.2	Primary brands, products, and /or services. The reporting organization should indicate the nature of its role in providing these products and services, and the degree to which it utilizes outsourcing.
ER Credit	12	Sustainability Immersive Experience Institution offers at least one immersive, sustainability-focused educational study program. The program(s) may take place off-campus, overseas, or on-campus.	2.2	Primary brands, products, and /or services. The reporting organization should indicate the nature of its role in providing these products and services, and the degree to which it utilizes outsourcing.
ER Credit	13	Sustainability Literacy Assessment Part 1 Institution conducts an assessment of the sustainability literacy of its students. The sustainability literacy assessment focuses on knowledge of sustainability topics, not values or beliefs. Part 2 Institution conducts a follow-up assessment of the same cohort group using the same instrument.	2.2	Primary brands, products, and /or services. The reporting organization should indicate the nature of its role in providing these products and services, and the degree to which it utilizes outsourcing.
ER Credit	14	Incentives for Developing Sustainability Courses Institution has an ongoing program or programs that offer incentives for faculty in multiple disciplines or departments to develop new sustainability courses and/ or incorporate	2.2	Primary brands, products, and /or services. The reporting organization should indicate the nature of its role in providing these products and services, and the degree to which it utilizes outsourcing.

		Research Tier One Credits		
ER Credit	15	Sustainability Research Identification Part 1 Institution has developed a definition of sustainability research. The definition was developed by a committee comprised of at least three faculty members from different departments who conduct research (the committee may include students, staff, and other stakeholders as well). The definition does not have to be formally adopted. Part 2 Institution has identified its sustainability research activities and initiatives. This research inventory should include all research centers, laboratories, departments, and faculty members whose research focuses on or is related to sustainability. Part 3 Institution makes its sustainability research inventory publicly available online.	2.2	Primary brands, products, and /or services. The reporting organization should indicate the nature of its role in providing these products and services, and the degree to which it utilizes outsourcing.
ER Credit	16	Faculty Involved in Sustainability Research Institution's faculty members conduct research on sustainability topics.	2.2	Primary brands, products, and /or services. The reporting organization should indicate the nature of its role in providing these products and services, and the degree to which it utilizes outsourcing.
ER Credit	17	Departments Involved in Sustainability Research Institution's academic departments include faculty members who conduct sustainability research.	2.2	Primary brands, products, and /or services. The reporting organization should indicate the nature of its role in providing these products and services, and the degree to which it utilizes outsourcing.

ER Credit	18	Sustainability Research Incentives Part 1 Institution has an ongoing program to encourage students in multiple disciplines or academic programs to conduct research in sustainability. The program provides students with incentives to research sustainability. Such incentives may include, but are not limited to, fellowships, financial support, and mentorships. Part 2 Institution has an ongoing program to encourage faculty from multiple disciplines or academic programs to conduct research in sustainability topics. The program provides faculty with incentives to research sustainability. Such incentives may include, but are not limited to, fellowships, financial support, and faculty development workshops.	2.2	Primary brands, products, and /or services. The reporting organization should indicate the nature of its role in providing these products and services, and the degree to which it utilizes outsourcing.
ER Credit	19	Interdisciplinary Research in Tenure and Promotion Institution gives positive recognition to interdisciplinary, trans-disciplinary, and multidisciplinary research during faculty promotion and tenure decisions.	2.2	Primary brands, products, and /or services. The reporting organization should indicate the nature of its role in providing these products and services, and the degree to which it utilizes outsourcing.
Ref. Number		**Category 2: Operations (OP)**	**Ref. Number**	
		Buildings **Tier One Credits**		
OP Credit	1	Buildings Operations and Maintenance Institution has reduced its total building energy consumption per gross square foot of building space compared to a 2005 baseline.	*EN5*	*Energy saved due to conservation and efficiency improvements.*

OP Credit	2	Building Design and Construction Institution-owned buildings that were constructed or underwent major renovations in the past three years are: (1) Certified under the LEED® for New Construction and Major Renovations, LEED for Commercial Interiors, and/or LEED for Core and Shell Green Building Rating Systems, and/or (2) Designed and built in accordance with green building guidelines and policies that cover the following topics: • Impacts on the surrounding site • Energy consumption • Usage of environmentally preferable materials • Indoor environmental quality • Water consumption	*EN5*	*Energy saved due to conservation and efficiency improvements.*
OP Credit	3	Indoor Air Quality Institution has adopted an indoor air quality management policy, plan, and/or practices that		
		Climate **Tier One Credits**		
OP Credit	4	Greenhouse Gas Emissions Inventory Part 1 Institution has conducted a GHG emissions inventory covering its Scope 1 and Scope 2 emissions. Part 2 Institution has conducted a GHG emissions inventory covering Scope 3 emissions.	EN16	Total direct and indirect greenhouse gas emissions by weight.
OP Credit	5	Greenhouse Gas Emissions Reduction Institution reduced its net Scope 1 and Scope 2 GHG emissions per weighted campus user compared to a 2005 baseline.	*EN18*	*Initiatives to reduce greenhouse gas emissions and reductions achieved.*

		Climate **Tier Two Credits**		
OP Tier Two	1	Air Travel Emissions Institution has policies and/or programs in place to reduce emissions from air travel.	EN16	Total direct and indirect greenhouse gas emissions by weight.
OP Tier Two	2	Local Offsets Program Institution has a local offsets program through which the institution offsets its greenhouse gas emissions by implementing projects that reduce GHG emissions in the local community.	EN16 *EN18*	Total direct and indirect greenhouse gas emissions by weight. *Initiatives to reduce greenhouse gas emissions and reductions achieved.*
		Dining Services **Tier One Credits**		
OP Credit	6	Food Purchasing Institution purchases food that meets one or more of the following criteria: • Grown and processed within 250 miles of the institution • Third-party certified (USDA Certified Organic, Marine Stewardship Council Blue Ecolabel, Food Alliance, Fair Trade) • Grown on a farm that operates as a cooperative, has a profit sharing policy for all employees, or has a social responsibility policy covering all workers	EN1	Materials used by weight or volume.
		Dining Services **Tier Two Credits**		
OP Tier Two	3	Trayless Dining Institution has a trayless dining program in which trays are removed from or not available in dining halls.		
OP Tier Two	4	Vegan Dining Institution offers diverse, complete-protein vegan dining options during every meal.		

OP Tier Two	5	Trans-Fats Institution uses frying oil that does not include trans-fats and seeks to avoid foods that include trans-fats in its dining operations.		
OP Tier Two	6	Guidelines for Franchisees Institution has adopted sustainability policies or guidelines for food service franchisees operating on campus.		
OP Tier Two	7	Pre-Consumer Food Waste Composting Institution has a pre-consumer food waste composting program.	EN22	Total weight of waste by type and disposal method.
OP Tier Two	8	Postconsumer Food Waste Composting Institution has a postconsumer food waste composting program.	EN22	Total weight of waste by type and disposal method.
OP Tier Two	9	Food Donation Institution donates leftover or surplus food.	EN22	Total weight of waste by type and disposal method.
OP Tier Two	10	Recycled Content Napkins Institution uses recycled content napkins in its dining service operations.	EN2	Percentage of materials used that are recycled input materials.
OP Tier Two	11	Reusable Mug Discounts Campus dining operations offers discounts to customers who use reusable mugs instead of disposable cups in to-go food service operations.		
OP Tier Two	12	Reusable To-Go Containers Campus dining operations provides reusable containers for to-go food; these containers are returned to dining operations for cleaning and reuse.		

		Energy Tier One Credits		
OP Credit	7	Building Energy Consumption Institution has reduced its total building energy consumption per gross square foot of building space compared to a 2005 baseline.	EN3	Direct energy consumption by primary energy source.
OP Credit	8	Renewable Energy Institution supports the development and use of clean and renewable energy sources	*EN6*	*Initiatives to provide energy-efficient or renewable energy based products and services and reductions in energy requirements as a result of these initiatives.*
		Energy Tier Two Credits		
OP Tier Two	13	Timers for Temperature Control Institution uses timers to regulate temperatures based on occupancy hours in at least one building.	*EN6*	*Initiatives to provide energy-efficient or renewable energy based products and services and reductions in energy requirements as a result of these initiatives.*
OP Tier Two	14	Lighting Sensors Institution uses motion, infrared, and/or light sensors to reduce energy use for lighting in at least one building.	*EN6*	*Initiatives to provide energy-efficient or renewable energy based products and services and reductions in energy requirements as a result of these initiatives.*
OP Tier Two	15	LED Lighting Institution uses Light Emitting Diode (LED) technology in at least one lighting application.	*EN6*	*Initiatives to provide energy-efficient or renewable energy based products and services and reductions in energy requirements as a result of these initiatives.*
OP Tier Two	16	Vending Machine Sensors Institution has installed vending machine motion sensors for at least one vending machine.	*EN6*	*Initiatives to provide energy-efficient or renewable energy based products and services and reductions in energy requirements as a result of these initiatives.*
OP Tier Two	17	Energy Management System Institution uses a centralized energy management system that allows it to track energy consumption and performance in multiple buildings in a central location.	*EN6*	*Initiatives to provide energy-efficient or renewable energy based products and services and reductions in energy requirements as a result of these initiatives.*

OP Tier Two	18	Energy Metering Institution meters all energy consumption (including electricity, natural gas, purchased steam)for at least one building.	*EN6*	*Initiatives to provide energy-efficient or renewable energy based products and services and reductions in energy requirements as a result of these initiatives.*
		Grounds Tier One Credits		
OP Credit	9	Integrated Pest Management Institution's grounds are developed and maintained in accordance with an integrated pest management plan that adheres to the following four-tiered approach: (1) Set action thresholds (2) Monitor and identify pests (3) Prevention (4) Control		
		Grounds Tier Two Credits		
OP Tier Two	19	Native Plants Institution prioritizes use of native plant species in landscaping.	*EN13*	*Habitats protected or restored.*
OP Tier Two	20	Wildlife Habitat Institution has programs in place to protect and/or create wildlife habitat on institution-owned land.	*EN13*	*Habitats protected or restored.*
OP Tier Two	21	Tree Campus USA Institution is recognized by the Arbor Day Foundation's Tree Campus USA program.	*EN13*	*Habitats protected or restored.*
OP Tier Two	22	Snow and Ice Removal Institution has implemented technologies or strategies to reduce the environmental impacts of snow and ice removal.	EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.
OP Tier Two	23	Compost Institution composts or mulches waste from grounds keeping, including grass trimmings.	EN22	Total weight of waste by type and disposal method.

		Purchasing Tier One Credits		
OP Credit	10	Computer Purchasing Part 1 Institution has an institution-wide stated preference to purchase Electronic Product Environmental Assessment Tool (EPEAT) Silver or higher products. Part 2 Institution purchases Electronic Product Environmental Assessment Tool (EPEAT) Silver and/or Gold registered products for all standard desktop and notebook/ laptop computers and monitors.	EN1	Materials used by weight or volume.
OP Credit	11	Cleaning Products Purchasing Institution has an institution-wide stated preference to purchase Green Seal™ or EcoLogoTM certified cleaning products.	EN1	Materials used by weight or volume.
OP Credit	12	Office Paper Purchasing Part 1 Institution has an institution-wide stated preference to purchase recycled content office paper. This can take the form of purchasing policies, guidelines, or directives to purchase recycled content office paper. Part 2 Institution purchases recycled content office paper.	EN1	Materials used by weight or volume.
OP Credit	13	Vendor Code of Conduct Institution has and acts on a vendor code of conduct or equivalent policy that sets expectations about the social and environmental responsibility of vendors with whom the institution does business.	HR2	Percentage of significant suppliers, contractors and other business partners that have undergone human rights screening, and actions taken.

		Purchasing **Tier Two Credits**		
OP Tier Two	24	Historically Underutilized Businesses Institution seeks to support historically underutilized businesses, minority-owned businesses, and women-owned businesses.		
OP Tier Two	25	Local Businesses Institution gives preference to local products and businesses in its purchasing decisions.	EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.
		Transportation **Tier One Credits**		
OP Credit	14	Campus Fleet Institution supports alternative fuel and power technology by including in its motorized vehicle fleet (cars, trucks, tractors, buses) vehicles that are: A. Gasoline-electric hybrid B. Diesel-electric hybrid C. Plug-in hybrid D. 100 percent electric E. Hydrogen fueled F. Fueled with B20 or higher biofuel for more than 6 months of the year; and/or G. Fueled with E85 or higher ethanol for more than 6 months of the year		
OP Credit	15	Student Commute Modal Split Institution's students commute to and from campus by a means other than single occupancy vehicle for the majority of their daily commute trips. Alternatives to single-occupancy vehicle transportation include living on campus, walking, bicycling, van or carpooling, taking public transportation, or riding a campus shuttle.	EN16 *EN29*	Total direct and indirect greenhouse gas emissions by weight. *Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.*

OP Credit	16	Employee Commute Modal Split Institution's employees (faculty, staff, and administrators) get to and from campus by a means other than single occupancy vehicle for the majority of their daily trips. Alternatives to single occupancy vehicle transportation include walking, bicycling, van or carpooling, taking public transportation, or riding a campus shuttle.	EN16 *EN29*	Total direct and indirect greenhouse gas emissions by weight. *Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.*
		Transportation Tier Two Credits		
OP Tier Two	26	Bicycle Sharing Institution has a bicycle-sharing program or participates in a local bicycle-sharing program.		
OP Tier Two	27	Facilities for Bicyclists Institution has indoor and secure bike storage, shower facilities, and lockers for bicycle commuters in at least one building.		
OP Tier Two	28	Bicycle Plan Institution has developed a bicycle plan to make the campus more bicycle friendly. The bicycle plan may be a part of the institution's master plan.		
OP Tier Two	29	Mass Transit Institution offers free or reduced price transit passes and/or operates a free campus shuttle.		
OP Tier Two	30	Condensed Work Week Institution offers a condensed work week option for employees.		
OP Tier Two	31	Telecommuting Institution offers a telecommute program for employees.		
OP Tier Two	32	Carpool Matching Institution participates in a carpool/ vanpool matching program.		

OP Tier Two	33	Cash-out of Parking Institution allows commuters to cash out of parking spaces (i.e., it provides financial compensation to employees who do not drive to work).		
OP Tier Two	34	Carpool Discount Institution offers reduced parking fees for car and van poolers.		
OP Tier Two	35	Local Housing Institution has incentives or programs to encourage employees to live close to campus.		
OP Tier Two	36	Prohibiting Idling Institution has adopted a policy prohibiting idling.		
OP Tier Two	37	Car Sharing Institution participates in a car sharing program, such as such as a commercial car-sharing program, one administered by the institution, or one administered by a regional organization.		
		Waste **Tier One Credits**		
OP Credit	17	Waste Reduction Institution has implemented source reduction strategies to reduce total waste generation(garbage, recycling, and compost) per weighted campus user compared to a 2005 baseline. Total waste generation includes all materials recycled, composted, and disposed of as trash except construction, demolition, electronic, hazardous, universal and non-regulated chemical waste.	EN2 EN22	Percentage of materials used that are recycled input materials. Total weight of waste by type and disposal method.
OP Credit	18	Waste Diversion Institution diverts materials from the landfill or incinerator by recycling, composting, reusing, donating, or re-selling.	EN22	Total weight of waste by type and disposal method.

OP Credit	19	Construction and Demolition Waste Diversion Institution diverts non-hazardous construction and demolition waste from the landfill and/or incinerator.	EN22	Total weight of waste by type and disposal method.
OP Credit	20	Electronic Waste Recycling Program Part 1 Institution has a program in place to recycle, reuse, and/or refurbish all electronic waste generated by the institution. Institution takes measures to ensure that the electronic waste is recycled responsibly. Part 2 Institution has a program in place to recycle, reuse, and/or refurbish electronic waste generated by **students**. Institution takes measures to ensure that the electronic waste is recycled responsibly.	EN22	Total weight of waste by type and disposal method.
OP Credit	21	Hazardous Waste Management Institution has strategies in place to safely dispose of all hazardous, universal, and non-regulated chemical waste and seeks to minimize the presence of these materials on campus.	*EN24*	*Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported wasted shipped internationally.*
		Waste **Tier Two Credits**		
OP Tier Two	38	Materials Exchange Institution has a surplus department or formal office supplies exchange program that facilitates reuse of materials.		
OP Tier Two	39	Limiting Printing Institution limits free printing for students in all computer labs and libraries.		

OP Tier Two	40	Materials Online Institution's default is to not print course catalogs, course schedules, and directories, but instead make these materials available online.		
OP Tier Two	41	Chemical Reuse Inventory Institution has implemented a campus-wide inventory system to facilitate the reuse or redistribution of laboratory chemicals.	EN2	Percentage of materials used that are recycled input materials.
OP Tier Two	42	Move-In Waste Reduction Institution has a program to reduce residence hall move-in waste.		
OP Tier Two	43	Move-Out Waste Reduction Institution has a program to reduce residence hall move-out waste.		
		Water **Tier One Credits**		
OP Credit	22	Water Consumption Institution has reduced its water consumption per weighted campus user compared to a 2005 baseline.	EN8	Total water withdrawal by source.

OP Credit	23	Stormwater Management Part 1 Institution has adopted a stormwater management policy, plan, and/or strategies that mitigate the stormwater runoff impacts of new construction, major renovation, and other projects that increase paved surface area on campus or otherwise significantly change the campus grounds. The policy, plan, and/or strategies address both the quantity and quality (or contamination level) of stormwater runoff. The policy, plan, and/or strategies cover the entire campus. While the specific strategies or practices adopted may vary depending on project type and location, this credit is reserved for institutions that mitigate stormwater runoff impacts consistently during new construction. Implementing a strategy or strategies for only one new development project is not sufficient for this credit. Part 2 Institution has adopted a stormwater management policy, plan, or strategies that mitigate the stormwater runoff impacts of ongoing campus operations. The policy, plan, or strategies address both the quantity and quality (or contamination level) of stormwater runoff.	*EN10* *EN25*	*Percentage and total volume of water recycled and reused.* *Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.*
		Water **Tier Two Credits**		
OP Tier Two	44	Waterless Urinals Institution uses at least one waterless urinal.	EN8	Total water withdrawal by source.
OP Tier Two	45	Building Water Metering Institution meters building-level water consumption for at least one building.	EN8	Total water withdrawal by source.

OP Tier Two	46	Non-Potable Water Usage Institution uses non-potable water (e.g. harvested rainwater or graywater) for irrigation and/or other applications.	EN8	Total water withdrawal by source.
OP Tier Two	47	Xeriscaping Institution uses xeriscape landscaping techniques, including the selection of drought tolerant plants.	EN8	Total water withdrawal by source.
OP Tier Two	48	Weather-Informed Irrigation Institution uses weather data or weather sensors to automatically adjust irrigation practices.	EN8	Total water withdrawal by source.
Ref. Number		**Category 3: Planning, Admin., & Engagement**	**Ref. Number**	
		Coordination and Planning Tier One Credits		
PAE Credit	1	Sustainability Coordination Institution has a sustainability committee, office, and/or coordinator that are tasked by the administration or board of trustees to advise on and implement policies and programs related to sustainability on campus.	1.1	Statement from most senior decision maker - relevance of sustainability to organization and strategy
PAE Credit	2	"Strategic Plan Institution's current, formally adopted strategic plan or equivalent guiding document includes	1.1 4.8	Statement from most senior decision maker - relevance of sustainability to organization and strategy Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social topics.
PAE Credit	3	Physical Campus Plan Institution's current plan for its physical campus (commonly referred to as the campus master plan) includes sustainability at a high level.	2.3 4.8	Operations structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures. Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social topics.

PAE Credit	4	Sustainability Plan Institution has a sustainability plan that was developed with input from faculty, staff, and students. The plan includes measurable goals with corresponding strategies and timeframes to achieve the goals. The plan need not be formally adopted.	1.1	Statement from most senior decision maker - relevance of sustainability to organization and strategy
PAE Credit	5	Climate Plan Institution has a formal plan to mitigate its greenhouse gas emissions. The plan includes a measurable, numerical goal or goals and a corresponding date or dates by which the institution aims to achieve its goal(s). The plan has been adopted by the institution's administration.	1.1 1.2	Statement from most senior decision maker - relevance of sustainability to organization and strategy Key impacts, risks, and opportunities
		Diversity and Affordibility Tier One Credits		
PAE Credit	6	Diversity and Equity Coordination Institution has a diversity and equity committee, office, and/or coordinator that are tasked by the administration or board of trustees to advise on and implement policies and programs related to diversity and equity on campus.	LA2 LA13 LA14	Total number and rate of employee turnover, age group, gender, and region. Composition of governance bodies and breakdown of employees category according to gender, age group, minority group membership, and other indicators of diversity. Ratio of basic salary and renumeration of women to men by employee category, by significant locations of operation.
PAE Credit	7	Measuring Campus Diversity Culture Institution assesses attitudes about diversity and equity on campus and uses the results to guide policy, programs, and initiatives.	LA2	Total number and rate of employee turnover, age group, gender, and region.
PAE Credit	8	Support Programs for Under-Represented Groups Institution has mentoring, counseling, peer support, affinity groups, academic support programs, or other programs in place to support under-represented groups on campus.		

PAE Credit	9	Support Programs for Future Faculty Institution administers and/or participates in a program or programs to help build a diverse faculty throughout higher education.		
PAE Credit	10	Affordability and Access Programs Institution has policies and programs in place to make it accessible and affordable to low income students.		
		Diversity and Affordability Tier Two Credits		
PAE Tier Two	1	Gender Neutral Housing Institution offers housing options to accommodate the special needs of transgender and transitioning students (either as a matter of policy or as standard practice).		
PAE Tier Two	2	Employee Training Opportunities Institution makes cultural competence trainings and activities available to all employees.	LA10	Average hours of training per year per employee by gender and by employee category.
PAE Tier Two	3	Student Training Opportunities Institution makes cultural competence trainings and activities available to all students.	LA10	Average hours of training per year per employee by gender and by employee category.
		Human Resources Tier One Credits		

PAE Credit	11	Sustainable Compensation Institution evaluates, and updates as appropriate, its wages and benefits policies and its guidelines for contractors operating on campus to ensure that total compensation (wages plus benefits) for all on-campus workers is sufficient to enable these employees to meet their basic needs, as defined by the institution.	*LA3* LA4 HR5 *EC5*	*Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.* Percentage of employees covered by collective bargaining agreements. Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights. *Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.*
PAE Credit	12	Employee Satisfaction Evaluation Institution conducts a survey or other evaluation that allows for anonymous feedback at least once every five years to measure employee satisfaction.	4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.
PAE Credit	13	Staff Professional Development in Sustainability Institution makes available training and/or other professional development opportunities in sustainability to all staff at least once per year.	4.8 4.17	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social topics. Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.
PAE Credit	14	Sustainability in New Employee Orientation Institution conducts a survey or other evaluation that allows for anonymous feedback at least once every five years to measure employee satisfaction.	HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.
PAE Credit	15	Employees Sustainability Educators Program Institution makes available training and/or other professional development opportunities in sustainability to all staff at least once per year.	LA10 *LA11*	Average hours of training per year per employee by gender and by employee category. *Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.*

		Human Resources Tier Two Credits		
PAE Tier Two	4	Childcare Institution has an on-site child care facility, partners with a local facility, and/or provides subsidies or financial support to help meet the child care needs of students, faculty, and staff.	LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.
PAE Tier Two	5	Employee Wellness Program Institution has an employee assistance or wellness program that provides counseling, referral, and well-being services to employees.	LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.
PAE Tier Two	6	Socially Responsible Retirement Plan Institution offers a socially responsible investment option for retirement plans.		
		Investment Tier One Credits		
PAE Credit	16	Committee Socially Responsible Investment Institution has a formally established and active CIR or similar body that makes recommendations to the Board of Trustees on socially and environmentally-responsible investment opportunities across asset classes, including proxy voting.		

PAE Credit	17	Shareholder Advocacy (1) Institution filed or co-filed one or more shareholder resolutions that address sustainability, or submitted one or more letters about social or environmental-responsibility to a company in which it holds investments, during the previous three years. and/or 2) Institution has conducted a negative screening of its entire investment pool within the last three years. This could take the form of prohibiting investment in an industry (e.g., tobacco or weapons manufacturing) or participating in a divestment effort (e.g., companies operating in South Africa during apartheid). The negative screen includes selling all but $2,000 or less of the affected direct holdings and writing a letter to all fund managers encouraging them to remove affected holdings as well.		
PAE Credit	18	Positive Sustainability Investments Institution invests in any of the following: • Sustainable industries, such as renewable energy or sustainable forestry • Businesses selected for exemplary sustainability performances • Sustainability investment funds, such as a renewable energy investment fund • Community development financial institutions (CDFI) • Socially responsible mutual funds with positive screens.		

		Investment Tier Two Credits		
PAE Tier Two	7	Student-Managed SRI Fund Institution has a student-managed socially responsible investment fund through which students are able to develop socially responsible investment skills and experience.	HR1	Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening.
PAE Tier Two	8	Socially Responsible Investment Institution has a policy or directive to consider the social and/or environmental impacts of investment decisions, in addition to financial considerations.	HR1	Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening.
PAE Tier Two	9	Investment Disclosure Institution makes a snapshot of its investment holdings, including the amount invested in each fund and/or company and proxy voting records, available to the public.	HR1	Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening.
		Public Engagement Tier One Credits		
PAE Credit	19	Community Sustainability Partnerships Institution has formal partnership(s) with the local community, including school districts, government agencies, non-profit organizations, or other entities, to work together to advance sustainability within the community.	4.14	List of stakeholder groups engaged by the organization Examples of stakeholder groups are: • Civil society; • Customers; • Local Communities; • Shareholders and providers of capital; • Suppliers; and • Employees, other workers, and their trade unions.
PAE Credit	20	Inter-Campus Collaboration on Sustainability Institution collaborates with other colleges and universities to support and help build the campus sustainability community.	4.14	List of stakeholder groups engaged by the organization Examples of stakeholder groups are: • Civil society; • Customers; • Local Communities; • Shareholders and providers of capital; • Suppliers; and • Employees, other workers, and their trade unions.

PAE Credit	21	Sustainability in Continuing Education Part 1 Institution offers continuing education courses that are focused on or related to sustainability. Courses that can be taken for academic credit are not included in this credit. They are covered by the Curriculum subcategory. Part 2 Institution has a sustainability-related certificate program through its continuing education or extension department.		
PAE Credit	22	Community Service Participation Institution engages its student body in community service, as measured by the percentage of students who participate in community service.	SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs.
PAE Credit	23	Community Service Hours Institution engages its student body in community service, as measured by the average hours contributed per full-time student per year.	SO1 EC1	Percentage of operations with implemented local community engagement, impact assessments, and development programs. Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.
PAE Credit	24	Sustainability Policy Advocacy Institution advocates for federal, state, or local public policies that support campus sustainability or that otherwise advance sustainability.		
PAE Credit	25	Trademark Licensing Part 1 Institution is a member of the Fair Labor Association or Worker Rights Consortium. Part 2 Institution has signed on to participate in the Designated Suppliers Program.	HR1	Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening.

		Public Engagement Tier Two Credits		
PAE Tier Two	10	Graduation Pledge Institution administers a graduation pledge through which students pledge to consider social and environmental responsibility in future job and other decisions.		
PAE Tier Two	11	Community Service on Transcripts Institution includes community service achievements on student transcripts.		
PAE Tier Two	12	Farmers' Markets Institution hosts a farmers' market for the community.		