



Ethics Office Monthly Report

JUNE 2024

EDUCATION

Provided ethics education to employees at the Lake Mathews. Since initiating new live ethics education last December, the Ethics Office has trained 1371 employees.

At the Ethics, Organization, and Personnel Committee, staff provided a focused presentation to directors about the state's pay to play law (the Levine Act).

Staff presented an Ethics Office overview for ten new hires at new employee orientations hosted by Human Resources.

COMPLIANCE

Assisted directors and employees with their Annual, Assuming Office, and Leaving Office Form 700 filings. Assistance included filing for multiple positions, troubleshooting the electronic filing system, and notifications of deadlines.

Finalized compliance efforts for the 2023 Annual Form 700 filings and achieved 100 percent compliance from all designated employees.

ADVICE

Addressed 18 advice matters related to the following: conflicts of interest, financial disclosure, post-employment lobbying, and other ethics-related topics.

INVESTIGATIONS

Received 14 complaints involving the following allegations:

- Mistreatment of staff and inappropriate race-based comments by a manager.
- Favoritism in a recruitment process by a manager.
- Mistreatment of staff, retaliation, and harassment based on gender by a manager.
- Discrimination based on gender and favoritism in a recruitment process by a manager.
- Harassment based on gender by a manager.
- Inappropriate race-based comments by a Metropolitan official.
- Retaliation by a Metropolitan official.
- Harassment of a Metropolitan official based on gender.
- Mishandling of a safety incident by management.
- Retaliation against an employee by a manager.
- Unauthorized release of confidential information.
- Retaliation against an employee by a coworker for protected EEO

COMPLAINTS MAY BE FILED AT:

ANONYMOUS ETHICS HOTLINE (Convercent)
(800) 461-9330
<http://www.mwdethicshotline.net/>

ETHICS OFFICE
(213) 217-5832
ethicsoffice@mdwh2o.com

activity.

- Favoritism in a recruitment process and unprofessional behavior by a manager.
- Unauthorized release of confidential information.

Referred six EEO-related matters to the EEO Office.

ETHICS OFFICER FINDINGS

The Ethics Officer determined that a manager did not retaliate against an employee for reporting potential workplace violations.

The Ethics Officer determined that three managers did not retaliate against an employee for reporting potential workplace violations.

ADVICE AND INVESTIGATIVE DATA

Advice Matters	18
Compliance Assistance	37
Complaints Received	14
Investigations Opened	0
Pending Investigations	3