



Ethics, Organization, and Personnel Committee

2024 Ethics Survey Results

Item 6d

January 13, 2025

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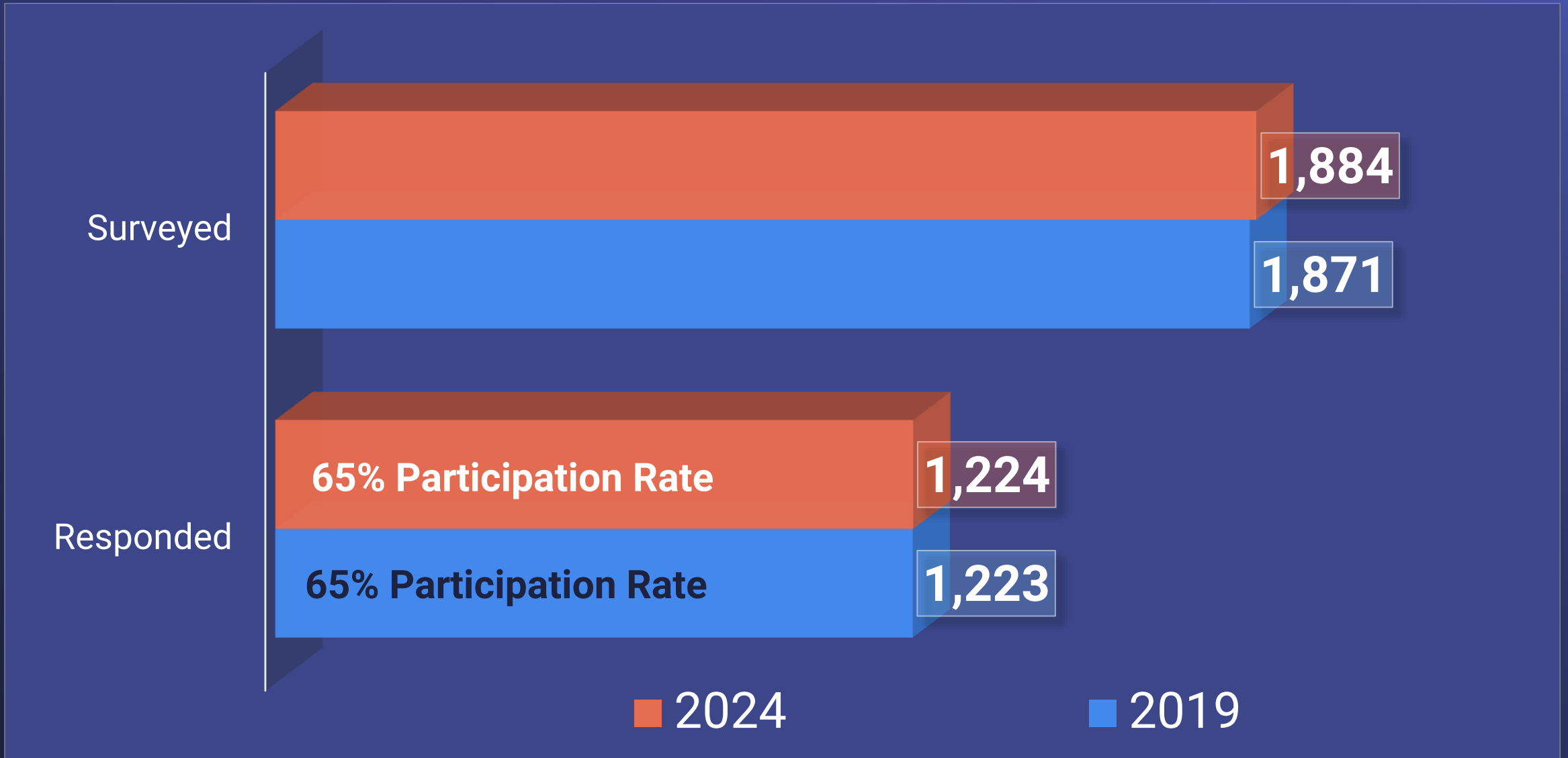
Subject

2024 Ethics Survey Results

Purpose

To report 2024 survey results and compare with 2019 survey results

Participant Overview



Participation Breakdown

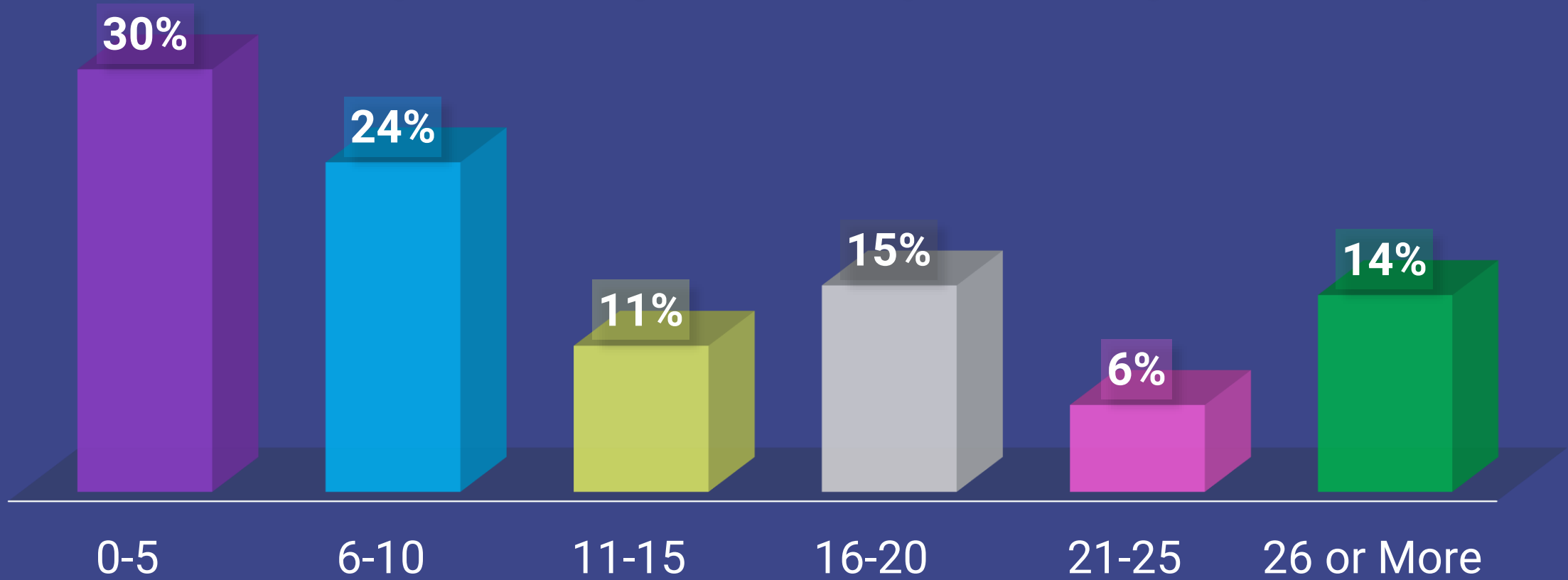
	<u>2024</u>	<u>2019</u>
Field Sites	545 (45%)	593 (49%)
Headquarters	604 (49%)	625 (51%)
Did Not Disclose	75 (6%)	5 (0%)
Management	226 (18%)	253 (21%)
Non-Management	919 (75%)	954 (78%)
Did Not Disclose	79 (7%)	16 (1%)
TOTAL	1,224 (100%)	1,223 (100%)

How long have you worked at Metropolitan?

10 Years or Less
54%

11 – 20 Years
26%

21 Years or More
20%



Most and Least Favorable Responses

Question

Most

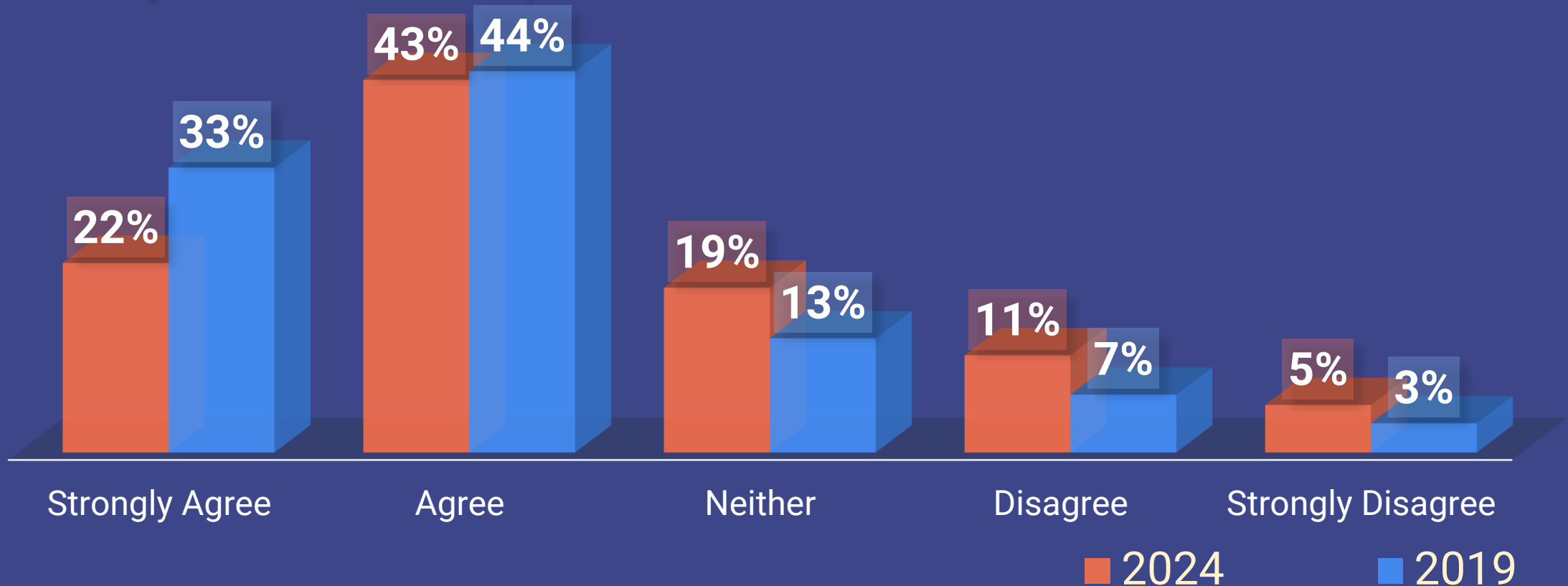
- I understand my ethical responsibilities in my public service job. 95%
- I have received training from the Ethics Office within the last 12 months. 88%
- I know how to contact the Ethics Office. 86%
- I am confident in my understanding of ethics rules and policies. 84%

Least

- At Metropolitan, arbitrary action, personal favoritism and/or political coercion are not tolerated. 26%
- I believe managers who violate ethics policies are held accountable. 31%
- My organization's senior leaders maintain high standards of honesty and integrity. 42%
- I believe non-management employees who violate ethics policies are held accountable. 43%

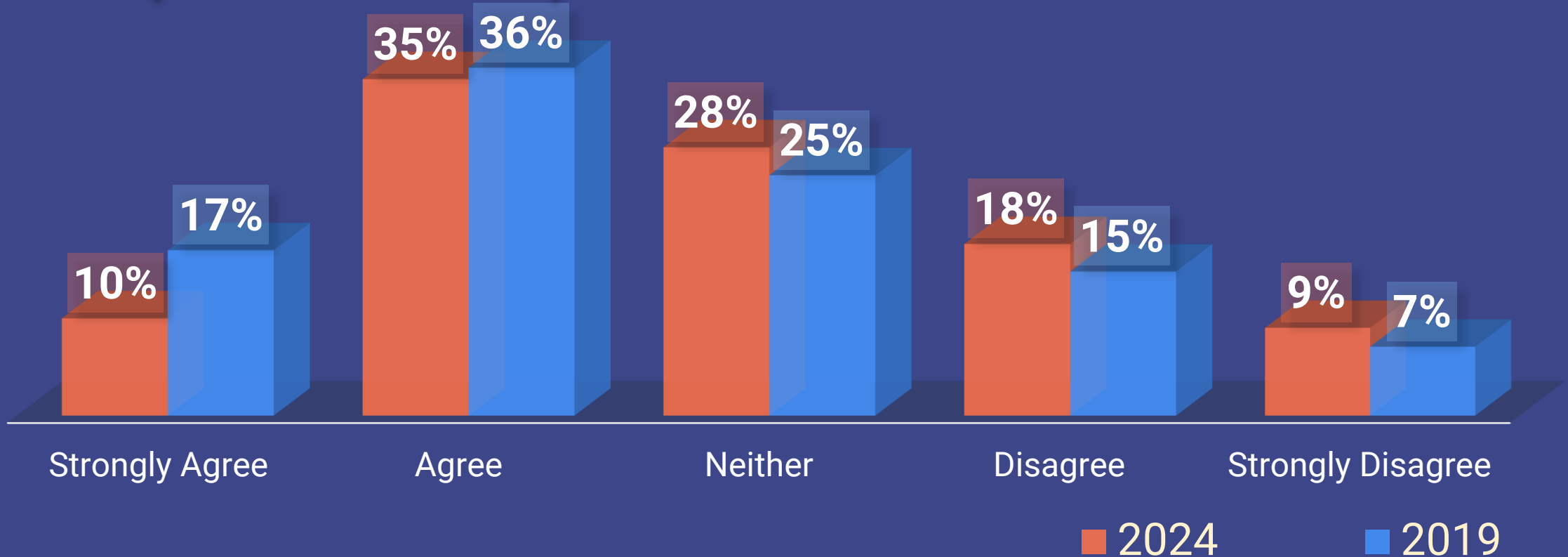
I believe Metropolitan is supportive of employees doing the right thing.

2024: 65%
2019: 77%



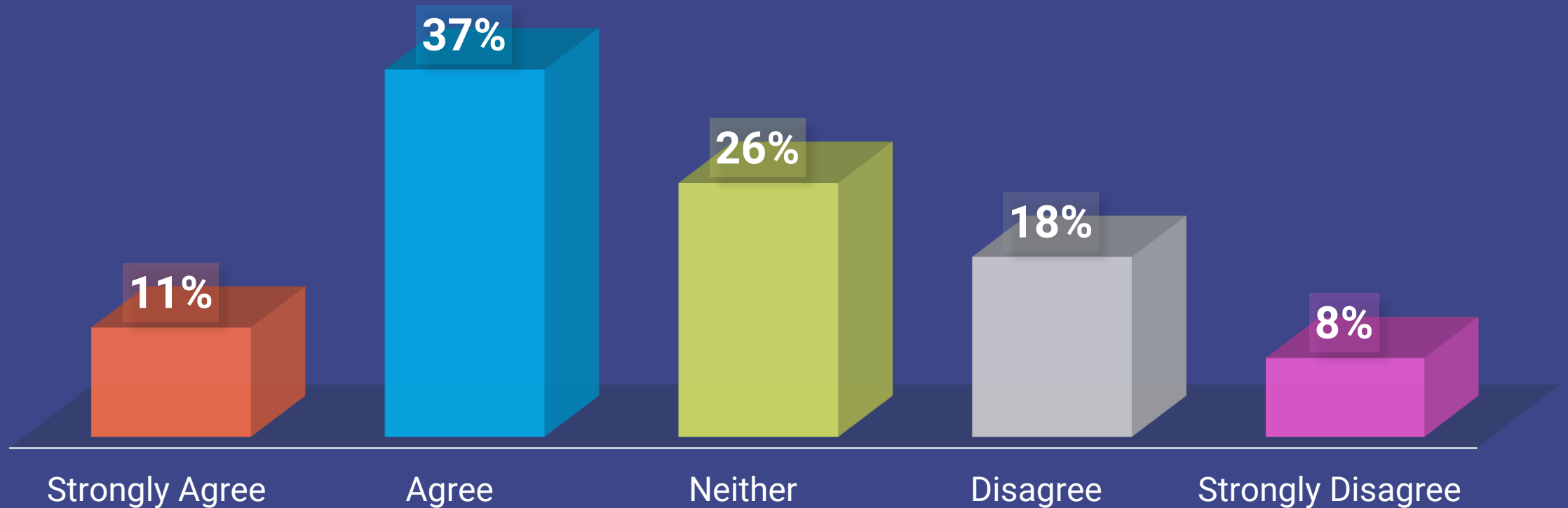
It is safe to speak up at Metropolitan (raise concerns).

2024: 45%
2019: 53%



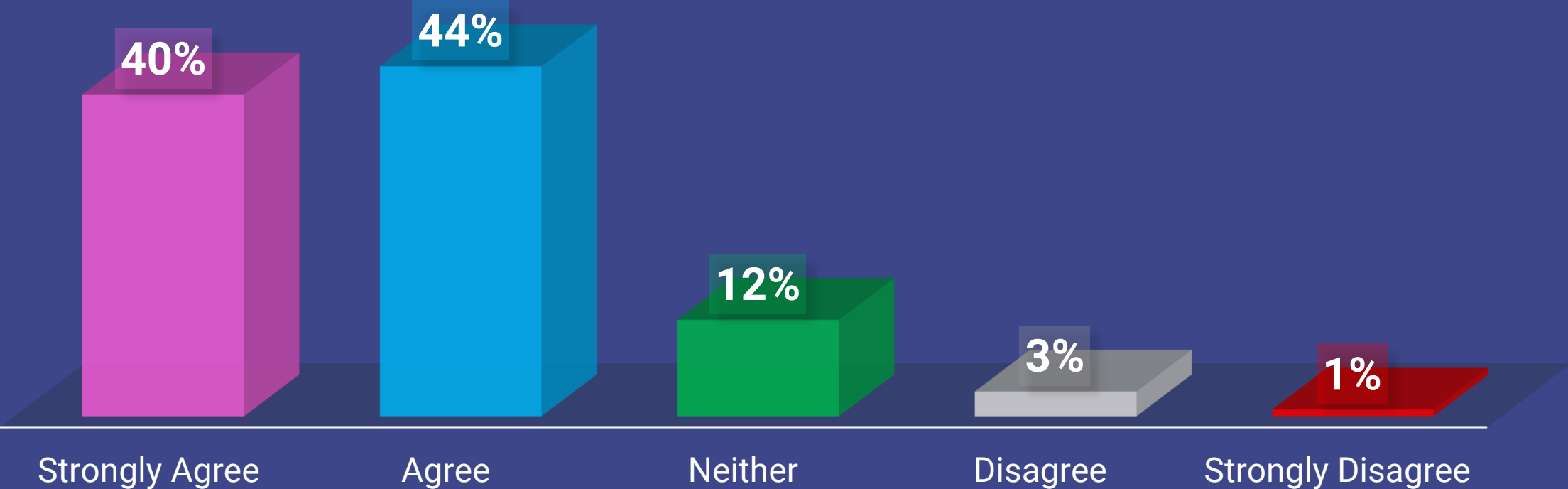
I feel safe to speak up at Metropolitan (raise concerns).

2024: 48%



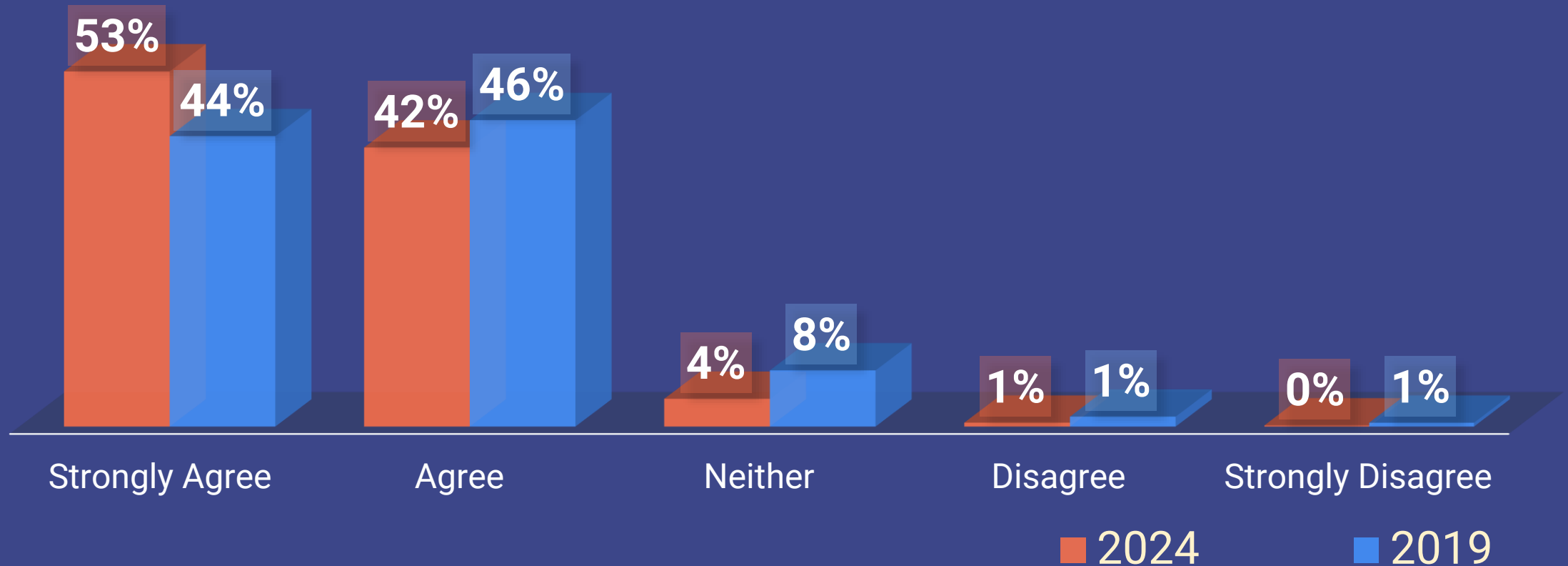
I believe Metropolitan is a government agency.

2024: 84%



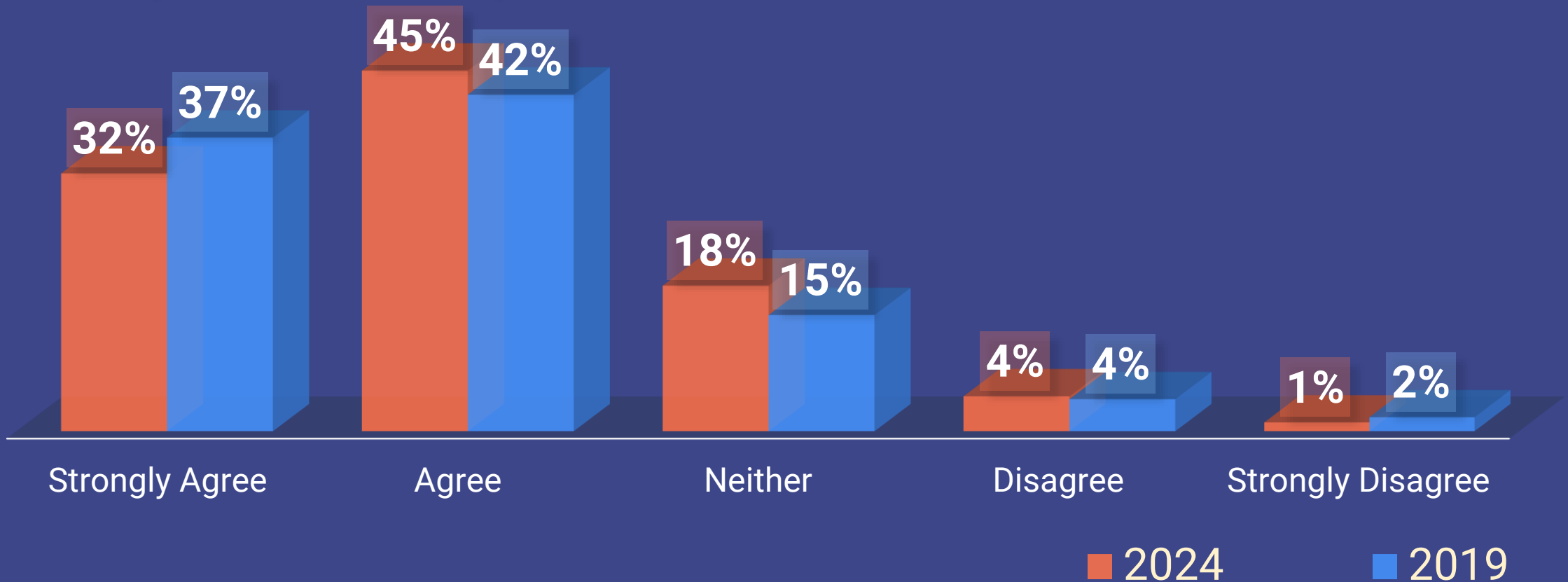
I understand my ethical responsibilities in my public service job.

2024: 95%
2019: 90%



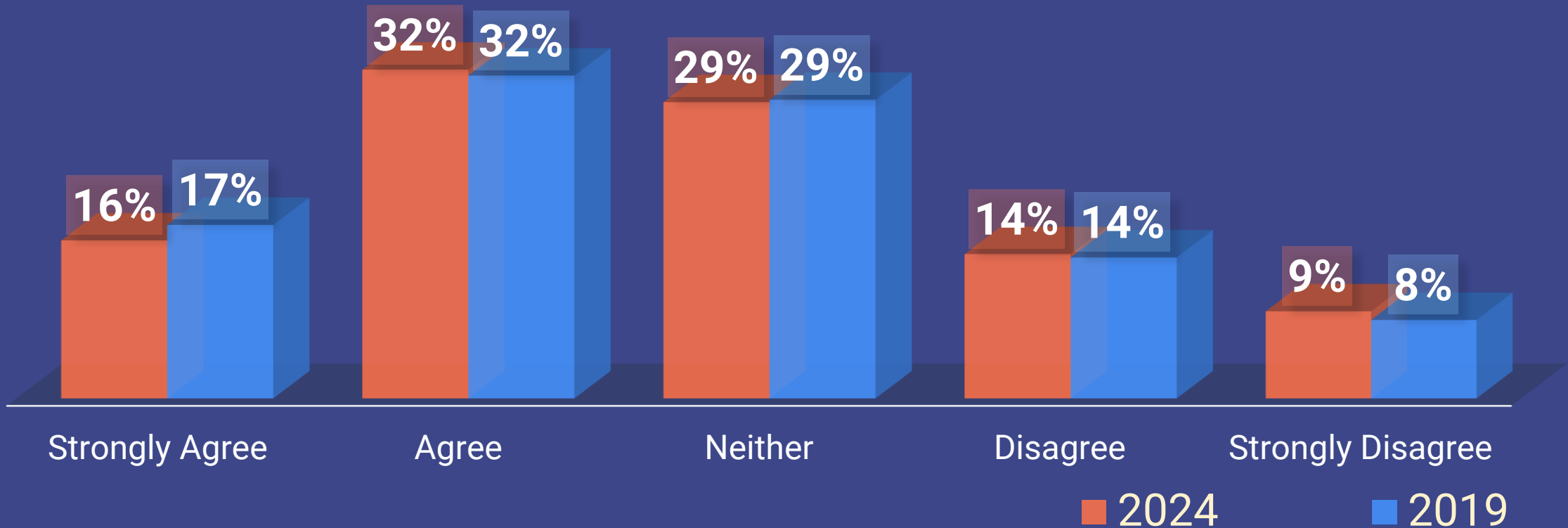
I would report unethical behavior if I saw it.

2024: 77%
2019: 79%



I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.

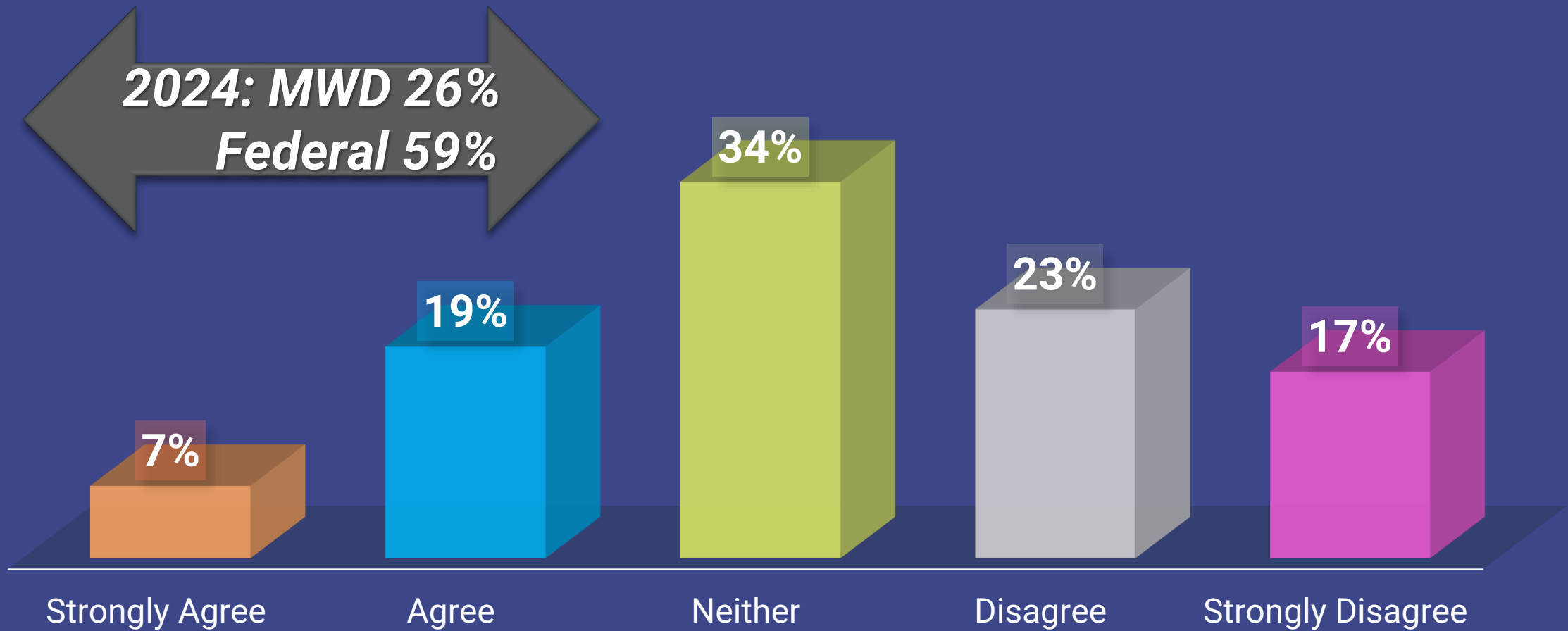
2024: MWD 48% / Federal 74%
2019: MWD 49% / Federal 67%



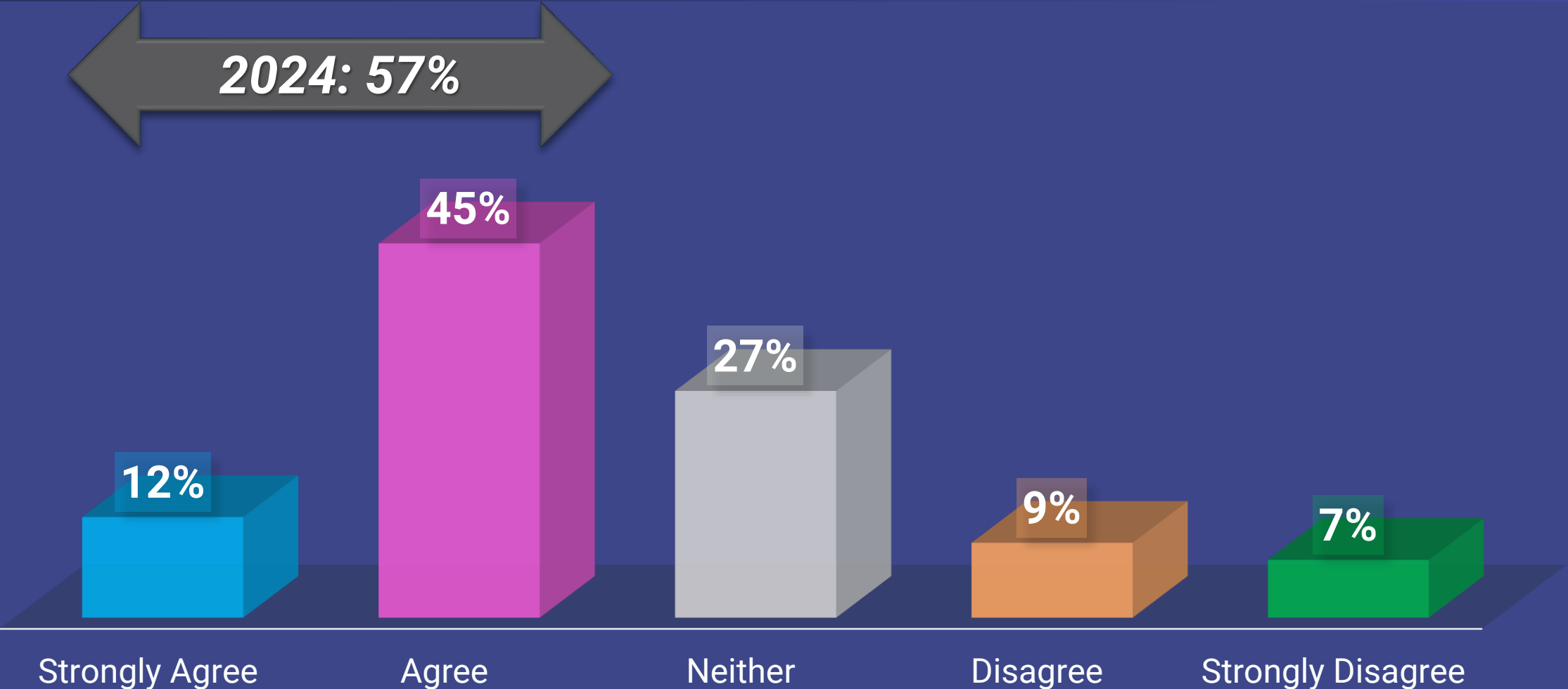
I believe managers and non-management employees who violate ethics policies are held accountable.



At Metropolitan, arbitrary action, personal favoritism and/or political coercion are not tolerated.



I believe Metropolitan is an ethical organization and is committed to complying with the laws, rules, & regulations that govern its operations.



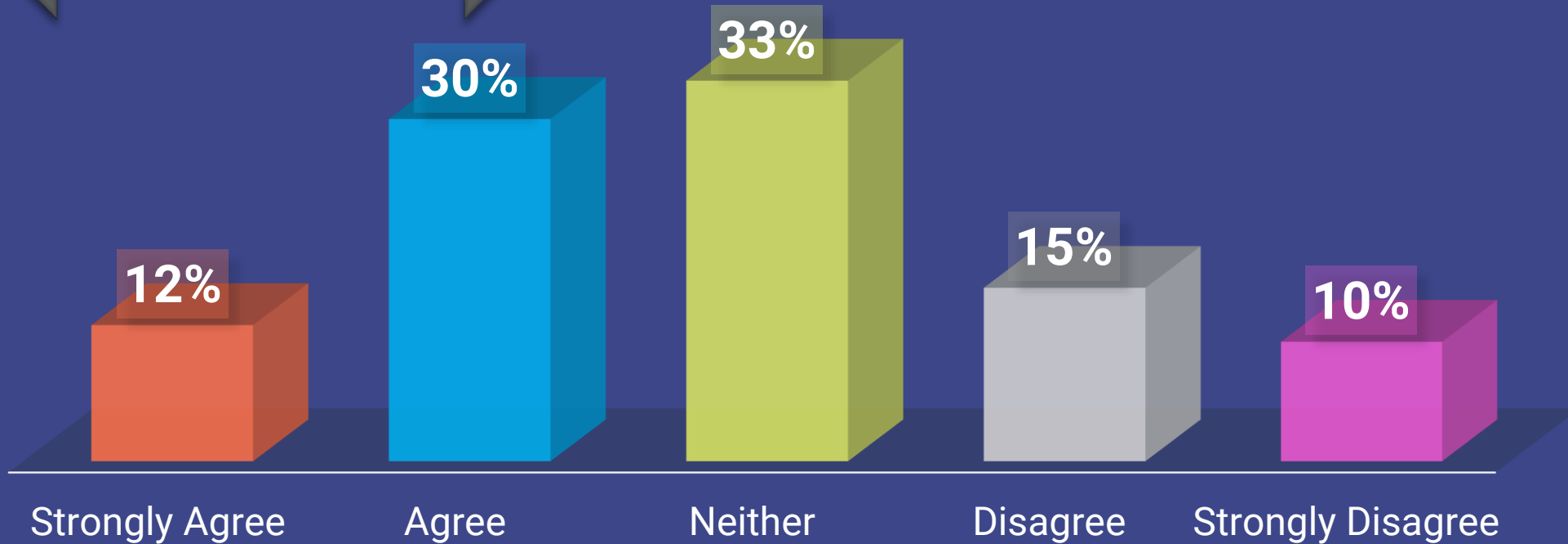
My organization's senior leaders, managers, and coworkers maintain high standards of honesty and integrity.



2024: Sr Leaders 42% / Federal 65%
Managers: 57%
Coworkers: 72%

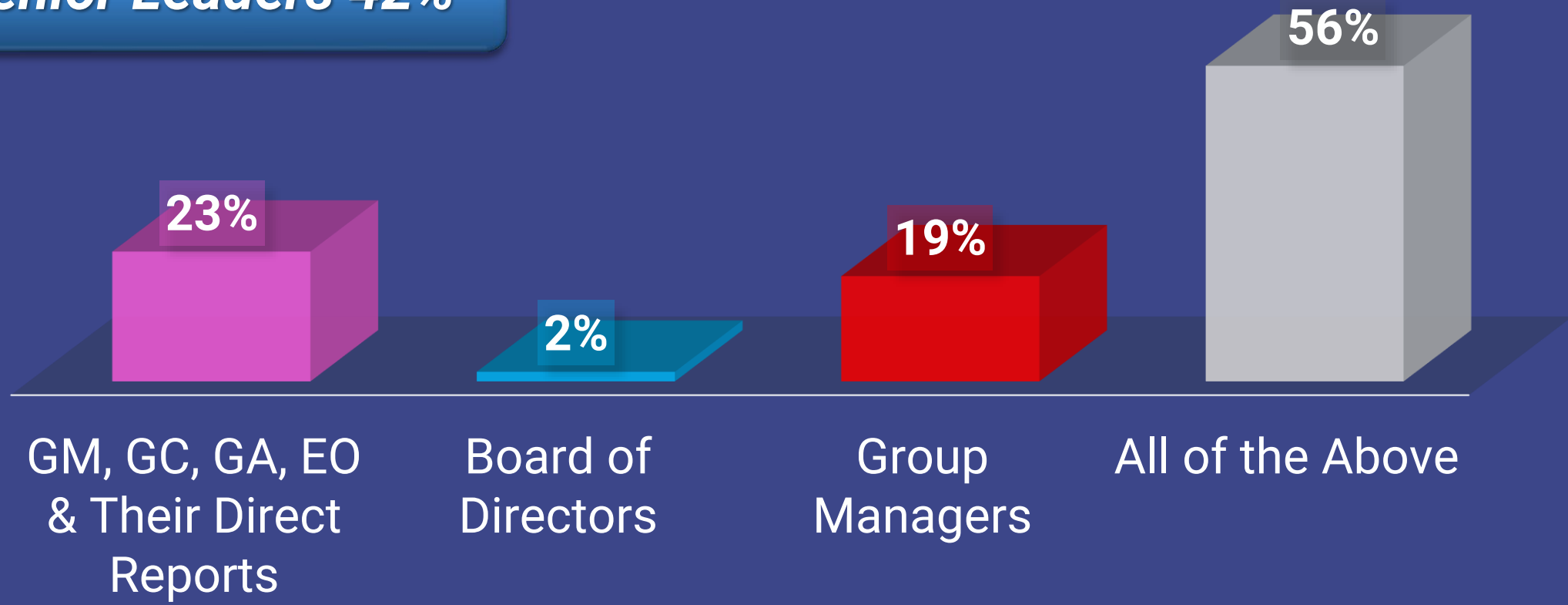
My organization's senior leaders maintain high standards of honesty and integrity.

2024: MWD 42%
Federal 65%



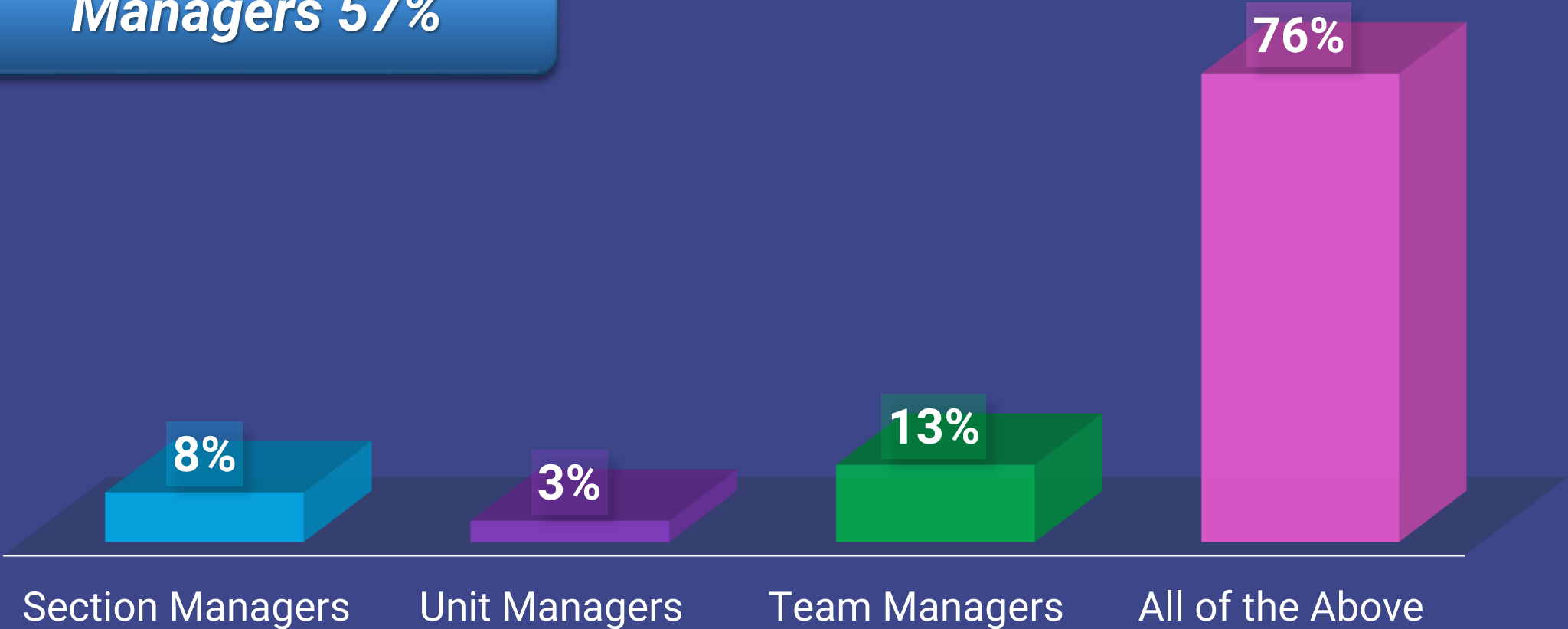
When answering the question about “senior leaders” maintaining high standards of honesty and integrity, who were you primarily thinking of?

Senior Leaders 42%



When answering the question about “managers” maintaining high standards of honesty and integrity, who were you primarily thinking of?

Managers 57%

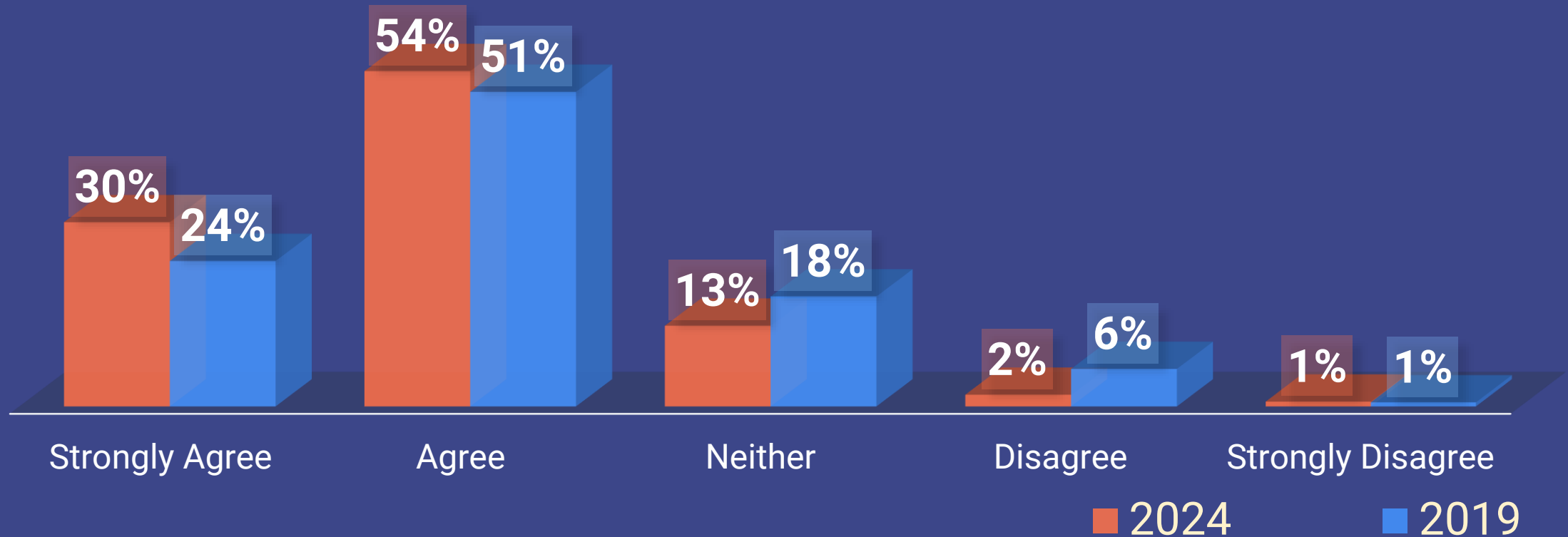


I would most likely raise a concern about an ethics issue to:



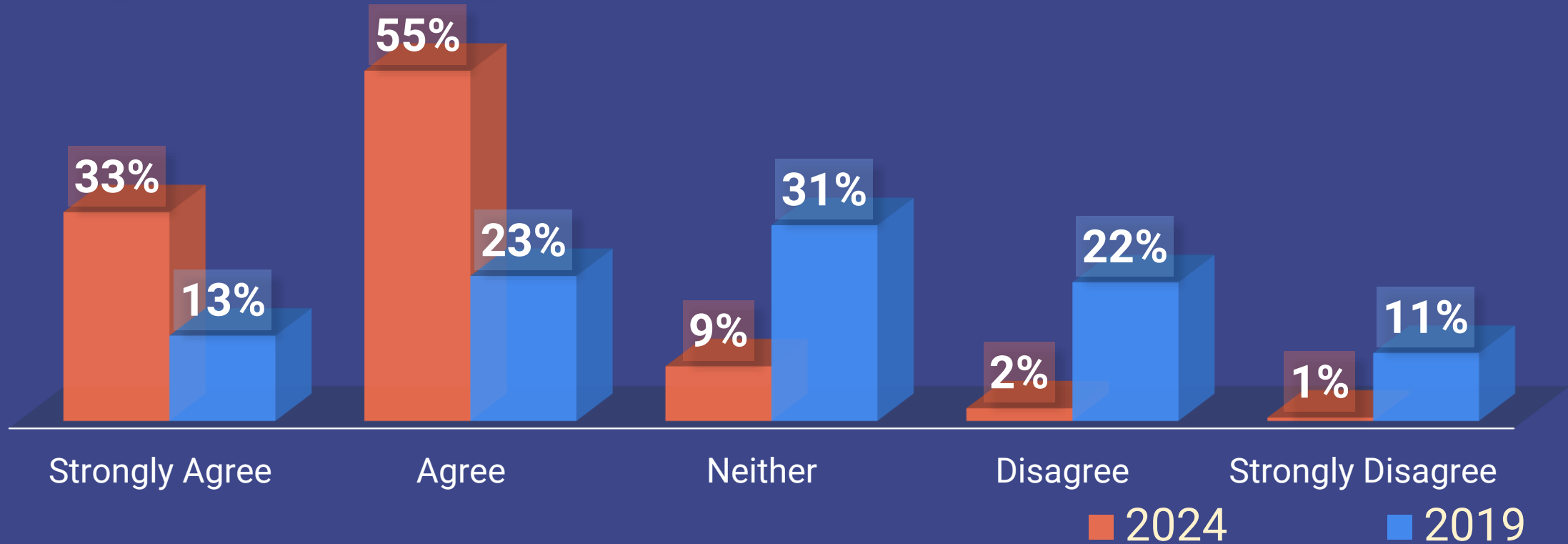
Information on Metropolitan's ethics policies has been shared with me in the last 2 years.

2024: 84%
2019: 75%



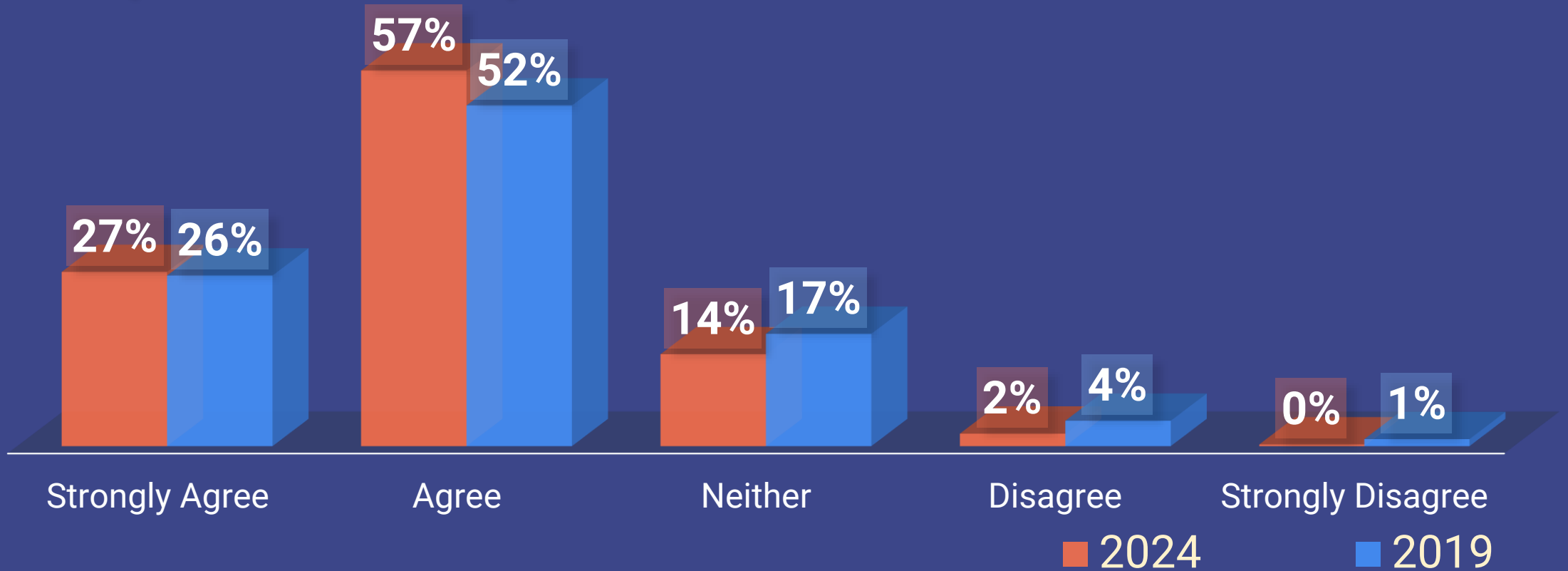
I have received training from the Ethics Office within the last 12 months.

2024: 88%
2019: 36%



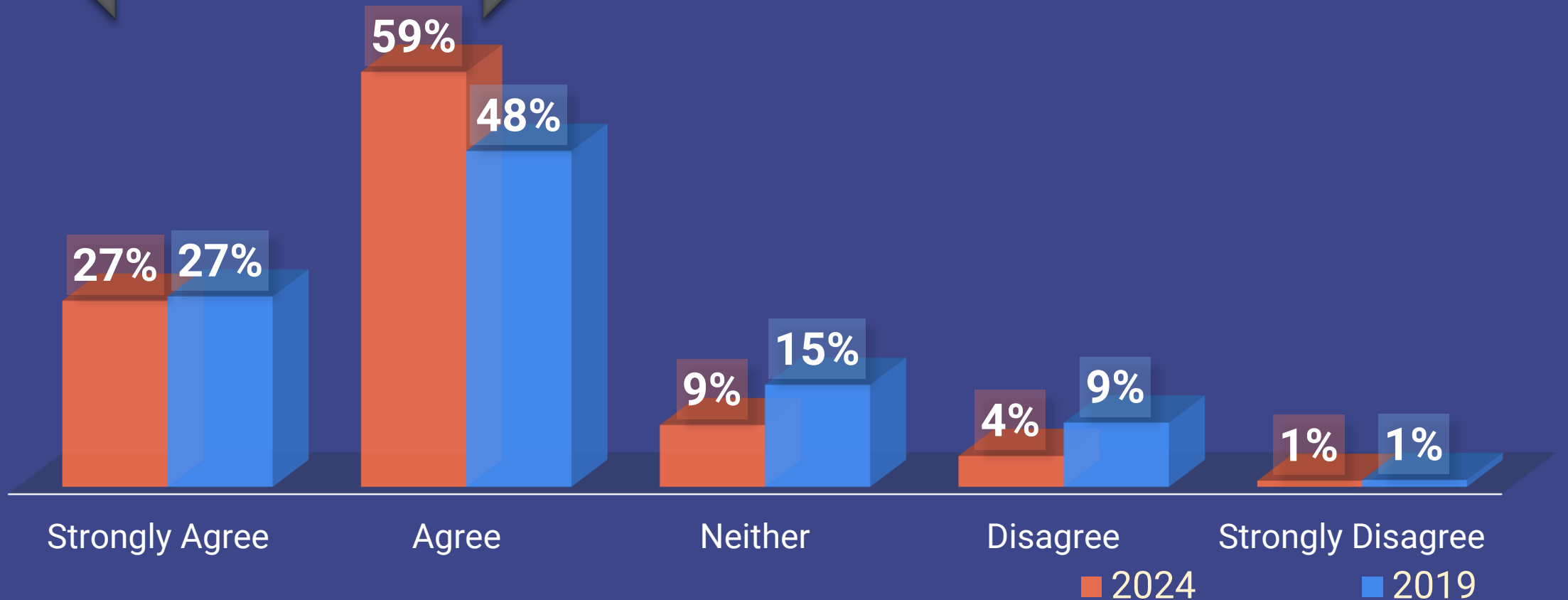
I am confident in my understanding of ethics rules and policies.

2024: 84%
2019: 78%



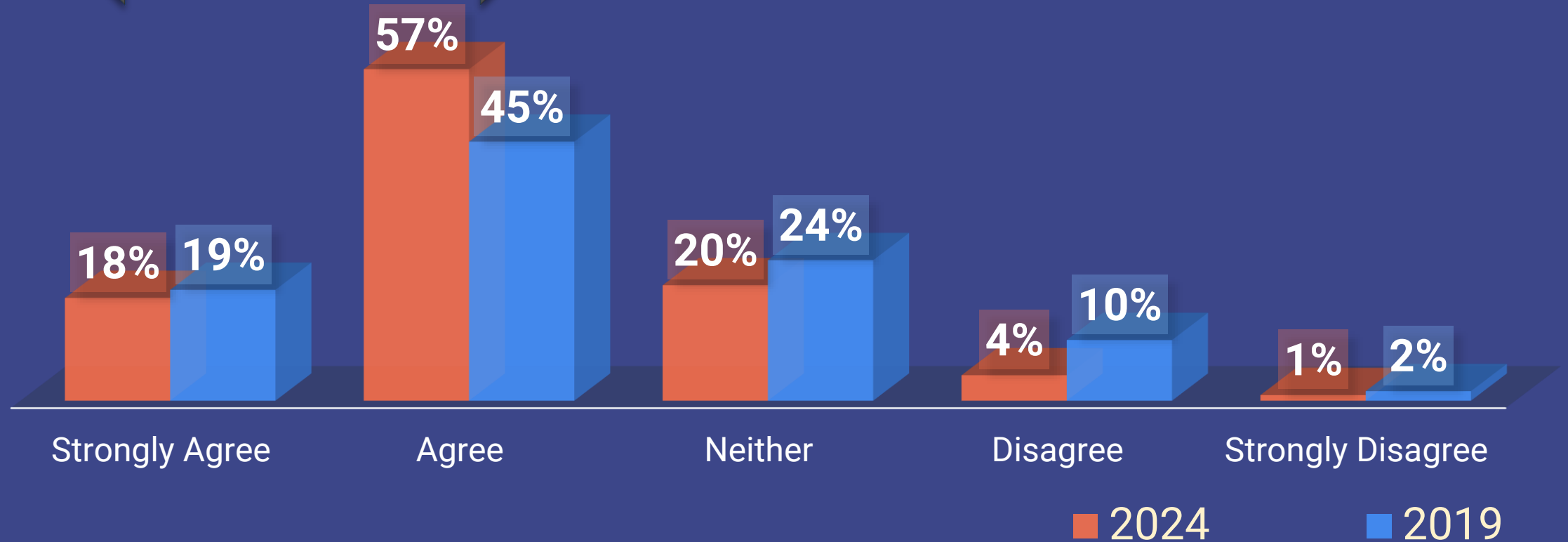
I know HOW to contact the Ethics Office.

2024: 86%
2019: 75%



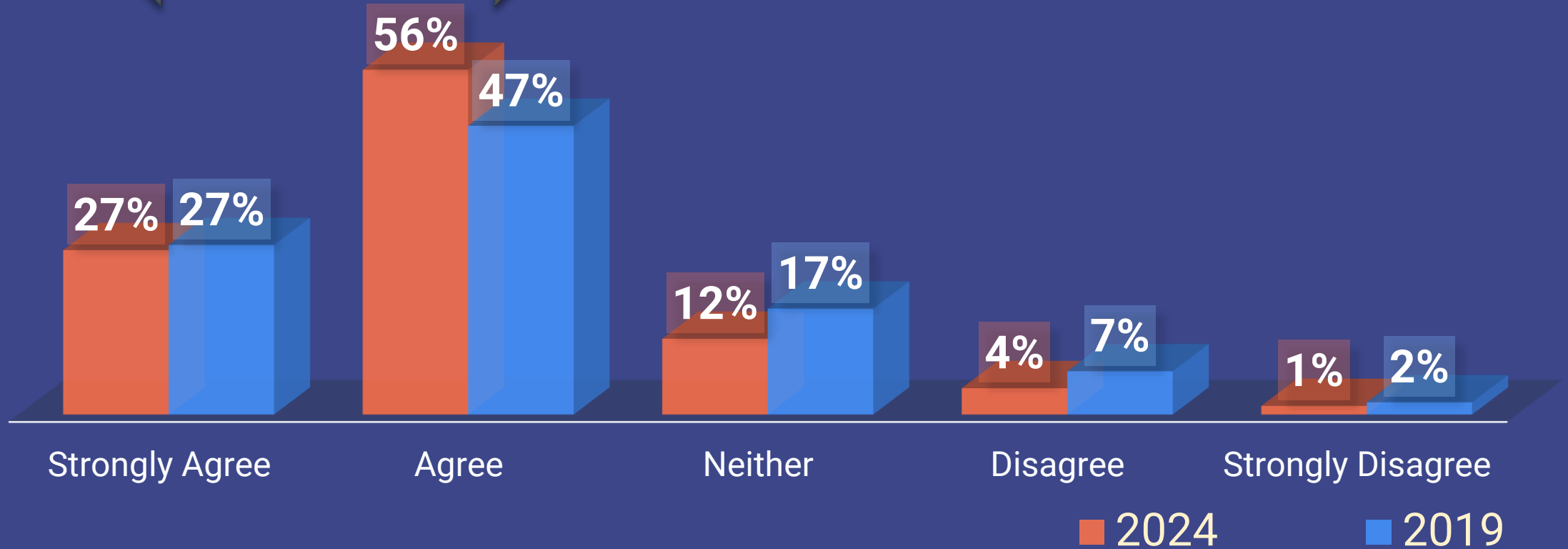
I know WHEN to contact the Ethics Office.

2024: 75%
2019: 64%

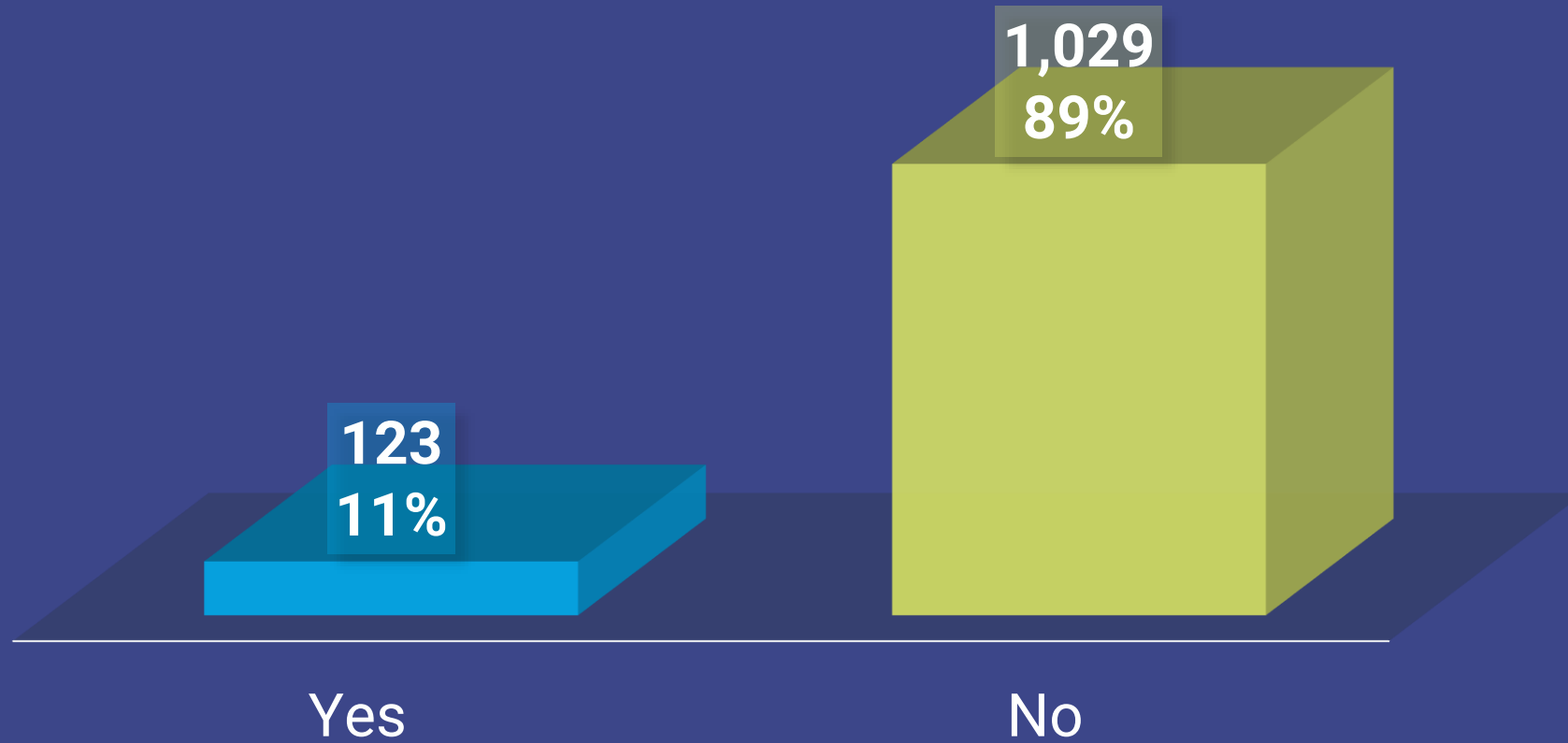


I am aware that I can obtain ethics advice from the Ethics Office.

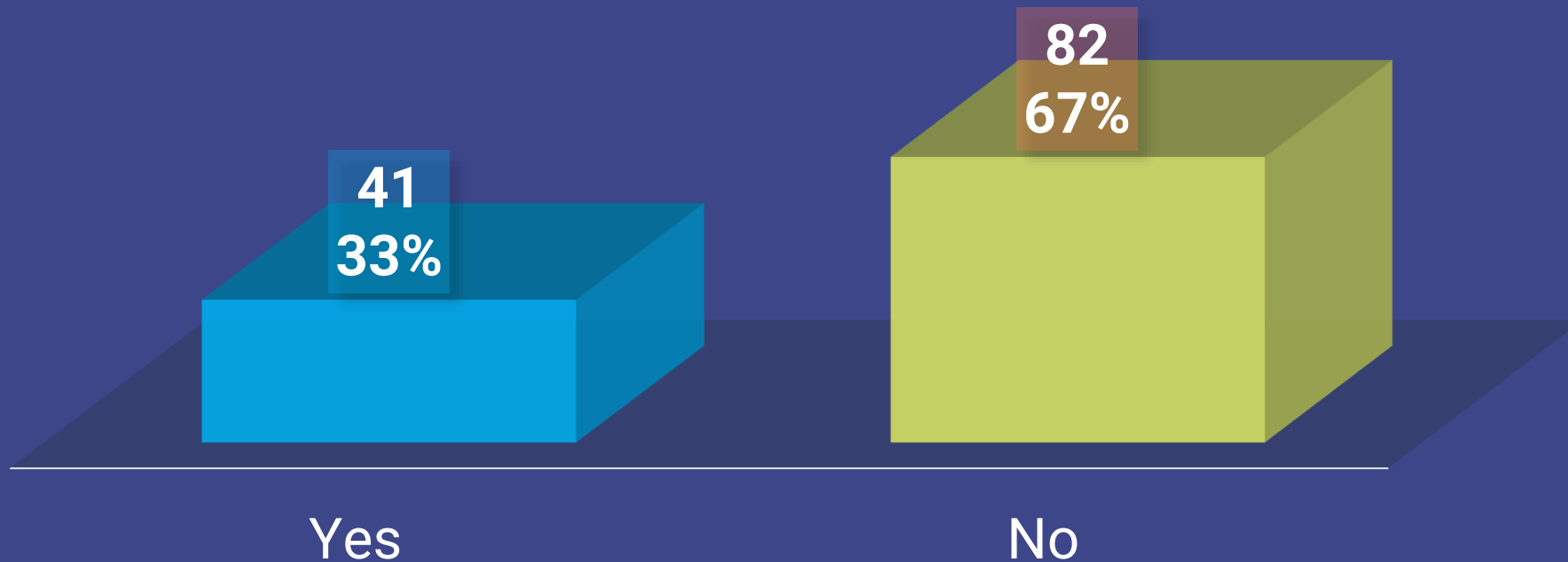
2024: 83%
2019: 74%



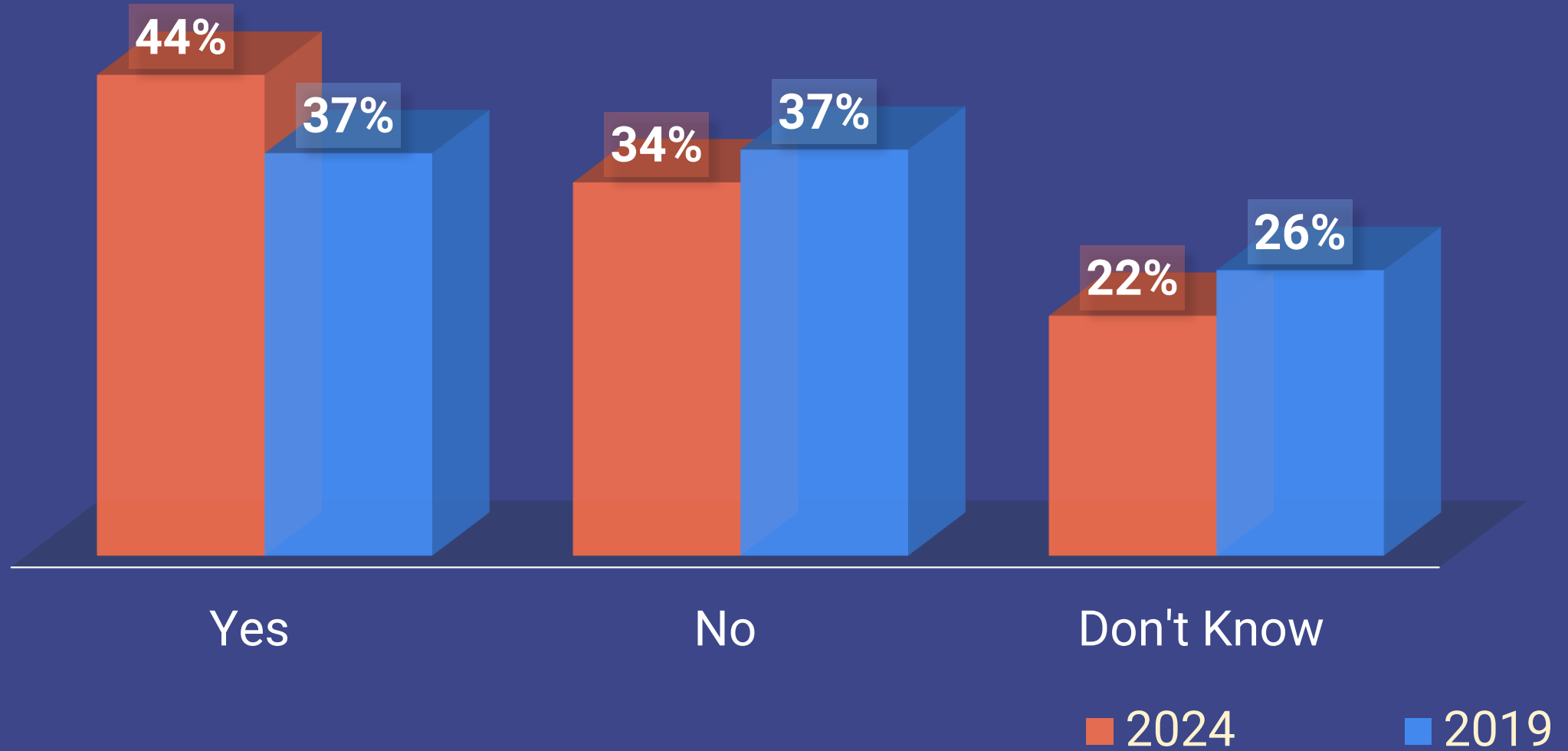
I have reported a potential ethics violation in the last 5 years.



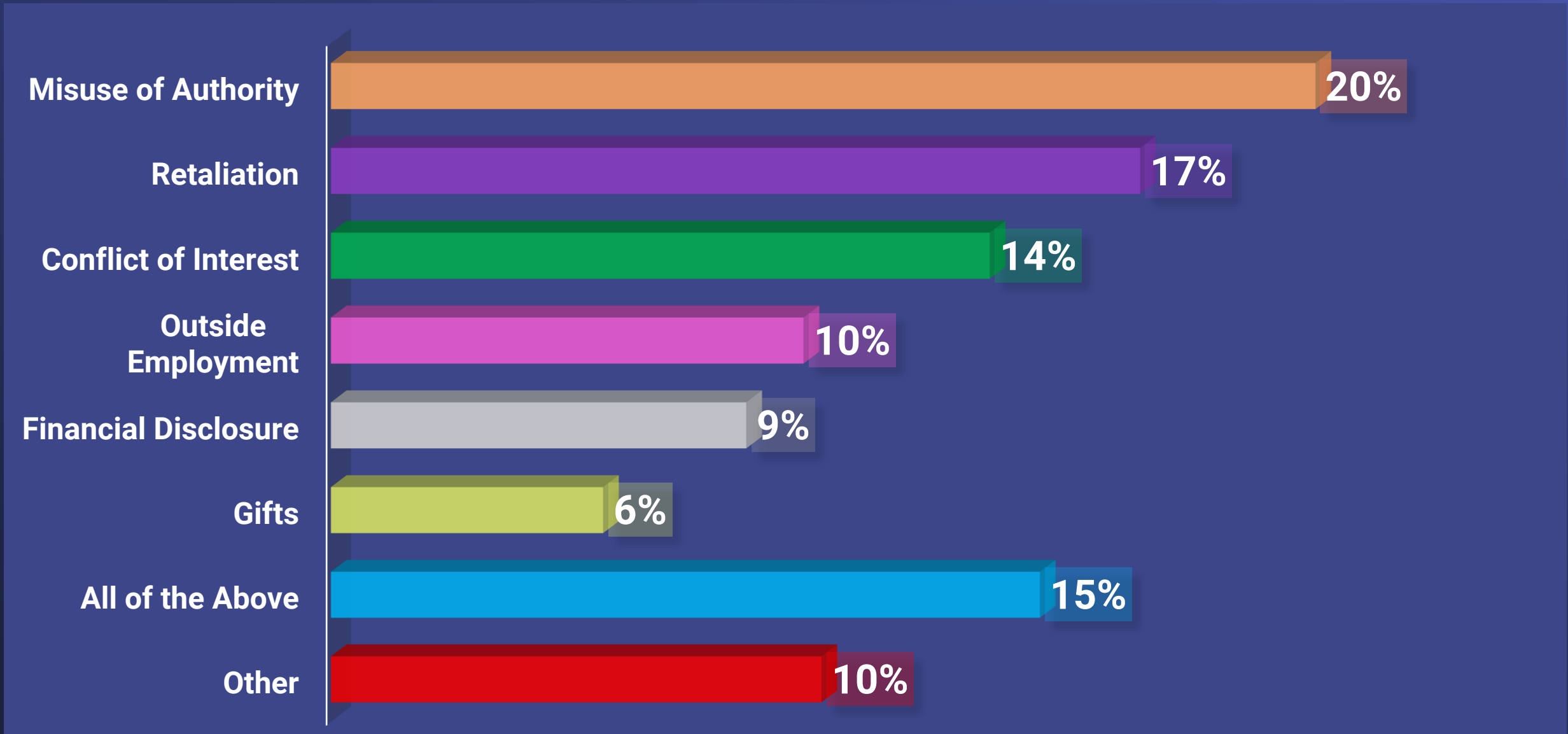
If you answer “yes” to reporting an ethics violation, I was satisfied with the Ethics Office Complaint Reporting process (phone, email, hotline, in person).



Are you a Form 700 (Statement of Economic Interest) Filer?



I would like additional Ethics Training on:



2024 Ethics Survey Posters



Apprenticeship Building



Headquarters Lobby



Skinner Demo Room



Questions?

