



Ethics Office Monthly Report

November 2022

EDUCATION

Facilitated a governmental ethics training course for public officials to meet biennial training requirements under state law (AB 1234).

Issued a memo to employees summarizing Metropolitan's ethics policies on gifts from vendors and contractors.

STAFF TRAINING

Ethics Office staff attended a training session on state filing officer duties under the Political Reform Act.

Deputy Ethics Officer Dominic Berbeo attended a best-practices refresher course offered by the Association of Workplace Investigators (AWI).

COMPLIANCE

Assisted employees with Assuming Office and Leaving Office Form 700 filings, including troubleshooting the electronic filing system and notifications of deadlines.

Monitored the status of past due Assuming Office and Leaving Office Form 700 filings; sent notices to one current employee and three former employees and obtained compliance from one current employee and three former employees.

ADVICE

Addressed 10 advice matters involving: conflicts of interest, financial disclosure,

gifts, and other ethics-related topics.

INVESTIGATIONS

Received complaints alleging: 1) A hostile work environment in retaliation for past EEO complaints; 2) Failure to file an Assuming Office Statement of Economic Interests; 3) A hostile work environment in retaliation for past EEO complaints; 4) Lack of professionalism in the course of conducting official duties; 5) Engaging in outside employment with a Metropolitan vendor during paid Metropolitan hours; 6) Discrimination against an employee in promotion process; 7) A hostile work environment by micro-managing employees; and 8) Improper use of Metropolitan's seal.

Referred EEO-related complaints to the EEO Office.

Closed one retaliation investigation prior to completion, after the subject of the investigation separated from Metropolitan.

ADVICE AND INVESTIGATIVE DATA

Advice Matters	10
Compliance Assistance	28
Complaints Received	8
Investigations Opened	1
Pending Investigations	2