



Ethics Office Monthly Report

August 2021

INDEPENDENT REVIEW OF EEO RELATED CONCERNS

Continued overseeing the board-directed independent review of EEO-related matters with outside firm Shaw Law Group (SLG) and four EEO investigations. Managed presentation of SLG recommendations to the OP&T Committee meeting on August 16, 2021.

COMPLIANCE

Assisted Board members and employees with Assuming Office and Leaving Office Form 700 filings. Assistance included notifications of deadlines and troubleshooting the electronic filing system.

Monitored the status of past due Assuming Office and Leaving Office Form 700 filings; obtained compliance from six former employees, issued past-due notices to four other former employees, and referred one former employee to the FPPC for non-filing of a Leaving Office Form 700.

ADVICE

Addressed 12 advice matters involving: conflicts of interest, financial disclosure, political activities, contracting integrity, and other ethics-related topics.

Collaborated with General Counsel staff on developing a director recusal procedures matrix to assist both offices and Board staff on Board recusal and disclosure requirements.

Reviewed and analyzed multiple conflict

of interest disclosure forms submitted by respondents as part of Request for Proposals submissions to help prevent conflicts of interest and ensure integrity in Metropolitan contracts.

INVESTIGATIONS

Received complaints alleging that: 1) managers failed to follow safety protocols during a shutdown project; 2) a manager is operating a private business using district time and resources; 3) a manager retaliated against an employee for refusing to deviate from proper work procedures; and, 4) a manager retaliated against an employee for reporting a potential EEO violation.

ADVICE AND INVESTIGATIVE DATA

Advice Matters	12
Compliance Assistance	15
Complaints Received	4
Investigations Opened	0
Pending Investigations	3