



Ethics Office Monthly Report

JUNE 2023

EDUCATION

Coordinated a presentation to the EOP Committee on a framework for ethical decision-making. Dr. Brian Green of the Markkula Center for Applied Ethics introduced directors to the concept and provided guidance for incorporating the framework into the Board's decision-making processes.

Provided Ethics Office overview for new hires at the New Employee Orientation.

COMPLIANCE

Continued management of the Form 700 annual filing season, which began January 1, 2023, and ended April 3, 2023. As of the date of this report, filings from 10 employees are pending. Staff continues efforts to obtain full compliance for Metropolitan.

Assisted Board members 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.

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

employees.

ADVICE

Addressed 16 advice matters involving: conflicts of interest, outside employment, financial disclosure, gifts, and other ethics-related topics.

INVESTIGATIONS

Received five complaints involving the following allegations:

- Bullying and/or harassment
- Unsafe working conditions
- Prohibited outside employment
- Discrimination

Referred EEO-related complaints to the EEO Office.

ETHICS OFFICER FINDINGS

The Ethics Officer determined that a Metropolitan official misused the Metropolitan official seal in violation of Administrative Code section 7123(b).

The Ethics Officer determined that a supervisor did not retaliate against a subordinate employee for reporting workplace safety and misconduct concerns, and therefore did not violate Administrative Code section 7128.

ADVICE AND INVESTIGATIVE DATA

Advice Matters	16
Compliance Assistance	37
Complaints Received	5
Investigations Opened	0
Pending Investigations	9