



# ETHICS INTRODUCTION AND UPDATES

Norma Hutcheson, BEGA Chairperson Ashley D. Cooks, Acting Director

# welcome





# WHAT IS ETHICS?

- Set of moral principles
- A Theory or system of moral values
- A Guiding philosophy
- Consciousness of moral importance

- Ethics are societal norms that must be followed
- A moral code
- Ethics is doing the right thing when no one is looking
- An Application of a code of principles rooted in morality

# PERSONAL VS. GOVERNMENT

- Honesty
- Respect
- Fairness
- Integrity
- Morales
- Hardworking

# PERSONAL ETHICS



# GOVERNMENT ETHICS

# Standards of conduct that ensure:

- No conflicts of interest
- No abuse of power
- No personal gain
- Transparency
- Fairness

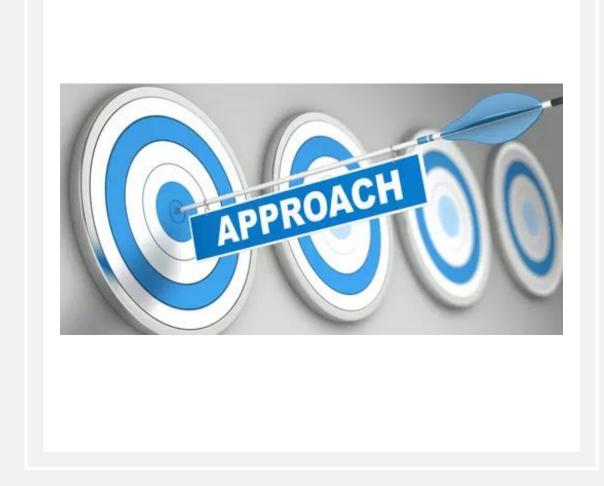
**Public Trust** 



- -The Council Code of Official Conduct
- -Sections 1-618.01 and 1-618.02 of the Merit Personnel Act
- -Section 2 of the Official Correspondence Regulations
- -Section 415 of the Procurement Practices Reform Act of 2010
- -Chapter 18 of Title 6B of the District of Columbia Municipal Regulations
- -The Local Hatch Act
- -The Ethics Act
- -The Donations Act

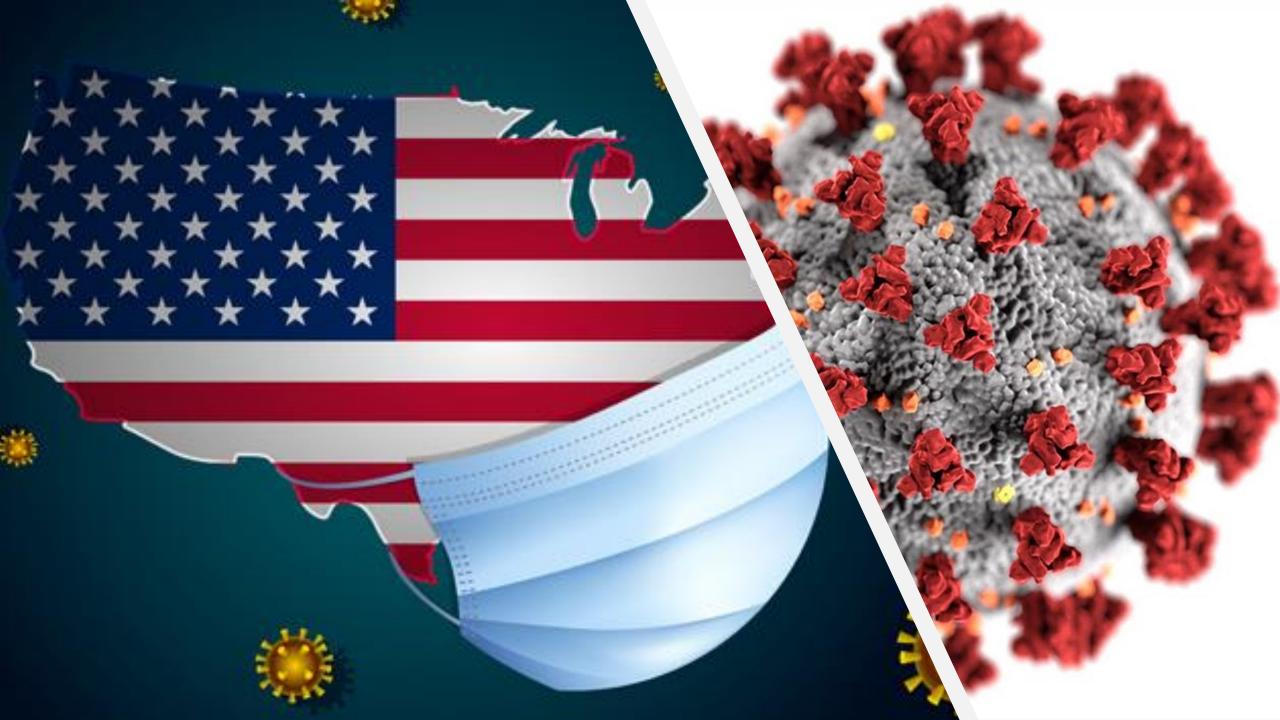
# REAPPROACHING

Defined as: to approach again



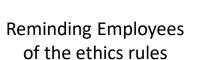
ETHICS IS ENDURING





# HOW TO REAPPROACH ETHICS







**Ethics Training** 



Open-door policy for advice and complaints



Engaging employees and skate holders



Promoting a culture of compliance





# LEARNING MANAGEMENT SYSTEM

Code of Conduct courses

Gift restrictions, Nepotism, Hatch Act, COI, Outside Activities, Post Employment

**Ethics Decision Making** 

Ethical Leadership

Building a Speak Up Culture

Developing an Ethical Culture



# MS. ETHICS VIDEOS



# MS. ETHICS VIDEOS

# FINANCIAL DISCLOSURE STATEMENTS

- Designations
- Purpose
- What information must be disclosed
- When to file

# HOW AND WHEN TO REPORT AND ETHICS VIOLATION

- Jurisdiction
- Anonymity
- Investigative Process





# **ADVISORY OPINIONS**

 Letters of Recommendation and Letters of Support Quick

Guide

 Seeking or Negotiating Employment



# BEGA ROADSHOW



ENGAGING WITH THE COMMUNITY/ SKATEHOLDERS



PROVIDING INFORMATION



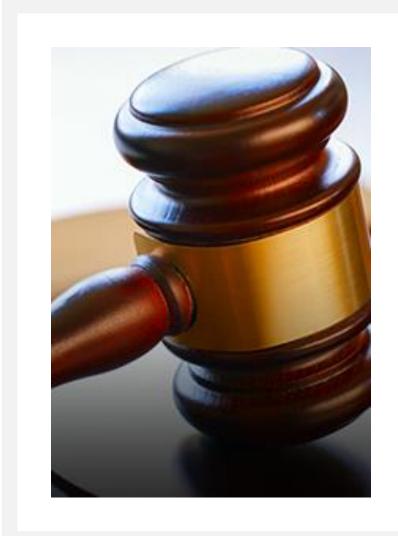
### **NEGOTIATED DISPOSITIONS**

20-0011-P: In re J. Johnson – Respondent refused to return government cell phone and laptop after term ended.

1808.1 - An employee has a duty to protect and conserve government property and shall not use such property, or allow its use, for other than authorized purposes.

1800.3(m) - Employees shall adhere to all federal, state, and local laws and regulations.

Respondent was order to pay a \$4,000 fine.

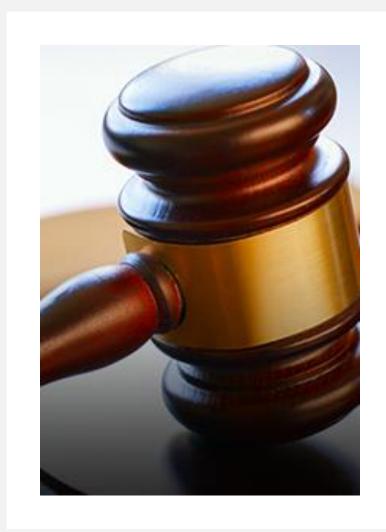


### **NEGOTIATED DISPOSITIONS**

20-0047-P, In re J. Jolly – Respondent failed to recuse from a grant application process which their outside employer.

The Conflicts of Interest Statute prohibits employees from using their official title/position or participating in a manner that the employee know will likely have a direct and predictable effect on their financial interests or the financial interests of a person closely affiliated with the employee.

Respondent was ordered to pay a \$500 fine.

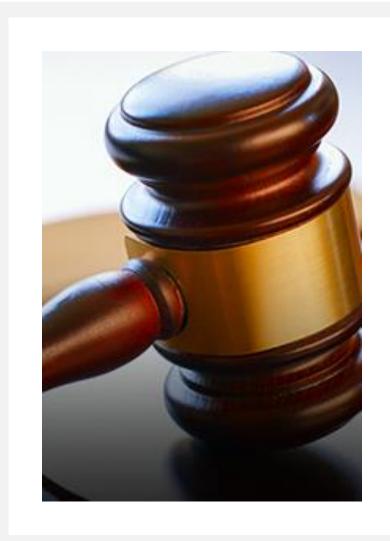


### **NEGOTIATED DISPOSITIONS**

21-0043-P, In re C. Matthews – Respondent admitted to using a fleet share vehicle for personal usage on multiple occasions.

1808.1 - An employee has a duty to protect and conserve government property and shall not use such property, or allow its use, for other than authorized purposes.

Respondent was suspended without pay for two days and ordered to pay a \$500 fine.



# FDS/ LRR FILINGS

FDS

• 3702 Filers for 2021

836 Registration Renewals

• 90% of timely filings

• 1k+ Activity Reports





REAPPROACHING ETHICAL VALUES