



Ethics Office Monthly Report

NOVEMBER 2024

EDUCATION

- Provided mandatory biennial AB 1234 state ethics training for the Board of Directors and designated employees through outside firm Best Best & Krieger
- Presented an Ethics Office overview at new employee orientations hosted by Human Resources
- Provided an overview of conflicts of interest laws to managers at the Interim General Manager's All-Manager Briefing, and
- Held new filer sessions for employees who assumed positions required to file Form 700.

COMPLIANCE

Assisted directors 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.

Staff attended "Statement of Economic Interest Form 700: Duties of Filing Officers & Officials" training.

ADVICE

Addressed 24 advice matters related to the following: conflicts of interest, financial disclosure, gifts, outside employment, and other ethics-related topics.

ETHICS OFFICER FINDINGS

The Ethics Officer determined that a manager participated in Metropolitan matters in which they had a financial conflict of interest. The findings were forwarded to Human Resources and Management for consideration of appropriate action and will also be forwarded to the Fair Political Practices Commission.

INVESTIGATIONS

Received nine complaints involving the following allegations:

- Inappropriate comments based on race and gender by a manager (two complaints).
- Discrimination and harassment by a manager.
- Unfair hiring practices (two complaints).
- Bad financial decisions and practices by a manager.
- Sexual harassment by an employee.

Misuse of authority for personal gain by a manager (two complaints).

ADVICE AND INVESTIGATIVE DATA

Advice Matters	24
Compliance Assistance	10
Complaints Received	9

COMPLAINTS MAY BE FILED AT:

ANONYMOUS ETHICS HOTLINE
(800) 461-9330
<http://www.mwdethicshotline.net/>

ETHICS OFFICE
(213) 217-5832
ethicsoffice@mdwh2o.com

Investigations Opened	0
Pending Investigations	1