



Ethics Office Monthly Report

OCTOBER 2024

EDUCATION/OUTREACH

Presented an Ethics Office overview at new employee orientations hosted by Human Resources.

Issued second Quarterly Ethics newsletter featuring two Metropolitan ethics policies and other ethics-related topics.

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.

ADVICE

Addressed 29 advice matters related to the following: conflicts of interest, financial disclosure, gifts, political activities, outside employment, and other ethics-related topics.

STAFF DEVELOPMENT

Ethics Officer Abel Salinas and interim Assistant Ethics Officer Dominic Berbeo attended two trainings presented by the Society of Corporate Compliance and Ethics: “Workplace Misconduct Compliance and Investigations: What Board Members and Senior Leaders Need to Know;” and “Preventing Whistleblower Escalations: Implementing Effective Incentive Programs

to Strengthen Internal Compliance.”

INVESTIGATIONS

Received six complaints involving the following allegations:

- Release of an employee’s confidential medical information without authorization.
- Retaliation for reporting potential workplace misconduct (two complaints).
- Misuse of authority for personal gain by a manager (two complaints).
- Conflict of interest by a manager.

ADVICE AND INVESTIGATIVE DATA

Advice Matters	29
Compliance Assistance	26
Complaints Received	6
Investigations Opened	0
Pending Investigations	1

COMPLAINTS MAY BE FILED AT:

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

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