



Ethics Office Monthly Report

AUGUST 2024

EDUCATION AND OUTREACH

The Ethics Office hosted its first “Board Mondays with Ethics” on August 19th. Staff answered directors’ ethics-related questions and received input on the upcoming AB 1234 state ethics training. The Ethics Office staff will continue its efforts to encourage director engagement. Directors can also contact the Ethics Office to schedule a meeting.

Staff presented an Ethics Office overview for new hires at new employee orientations hosted by Human Resources.

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

INVESTIGATIONS

Received 11 complaints involving the following allegations:

- Misuse of authority for personal gain by an official. (2 complaints)

- Misuse of authority for personal gain and retaliation by a manager.
- Conflict of interest and improper receipt of gifts by a manager.
- Conflict of interest by an official. (2 complaints)
- Inappropriate behavior in the workplace by officials.
- Discrimination by an official.
- Discrimination by a manager.
- Discrimination, retaliation, and unsafe work directives by a manager.
- Retaliation by a manager in response to a discrimination complaint.

Referred EEO-related matters, as applicable.

ETHICS OFFICER FINDINGS

The Ethics Officer determined that a manager misused their authority by disadvantaging an employee during a termination process. The finding was referred for consideration of appropriate action.

The Ethics Officer determined that a manager did not misuse their authority in connection with a hiring process.

COMPLAINTS MAY BE FILED AT:

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

ETHICS OFFICE
(213) 217-5832
ethicsoffice@mwdh2o.com

ADVICE AND INVESTIGATIVE DATA

Advice Matters	14
Compliance Assistance	34
Complaints Received	11
Investigations Opened	0
Pending Investigations	1