



# 2019 Ethics Survey Results

## Workforce Perspectives

Audit & Ethics Committee Meeting

Item 7a

February 25, 2020



**2019 ETHICS SURVEY**  
**MWD Ethics Office**

*As Metropolitan's new Ethics Officer, I am currently working to enhance the role of the Ethics Office and I would like to hear from you about your own experience with various ethics topics at Metropolitan.*

*Your candid feedback is essential to help me plan and make sure that the Ethics Office will be of value to Metropolitan and all of its employees.*

*To protect your confidentiality, your individual responses will be combined into large groupings of feedback. **This will ensure that no one's name is linked to their responses.** And, while the survey will collect whether or not an individual has completed the survey this will only be used to send a reminder email to employees to complete the survey and is not used for any other purpose.*

*The survey should take about 5 - 10 minutes to complete. Please submit your feedback **no later than Friday, November 22, 2019.***

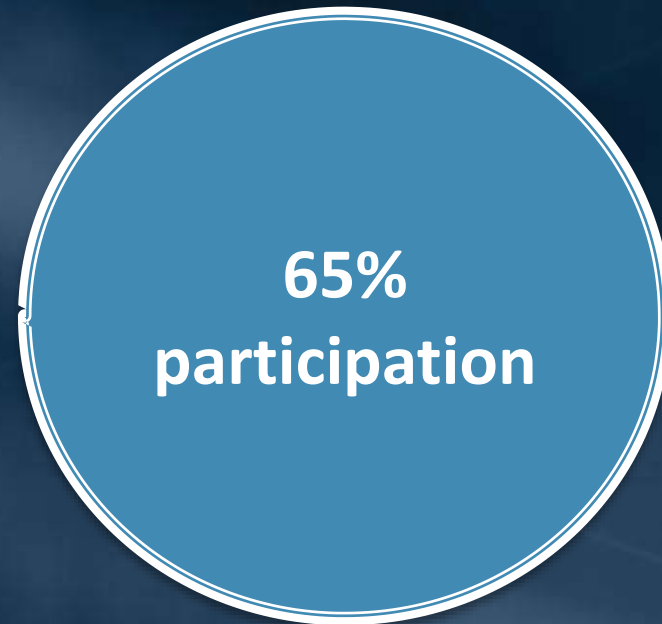
*For any questions, please contact Hilda Rodriguez in the Ethics Office at (213) 217-5822 or by email: [EthicsOffice@mwdh2o.com](mailto:EthicsOffice@mwdh2o.com).*

*Thank you for taking time from your busy schedule to provide valuable feedback.*

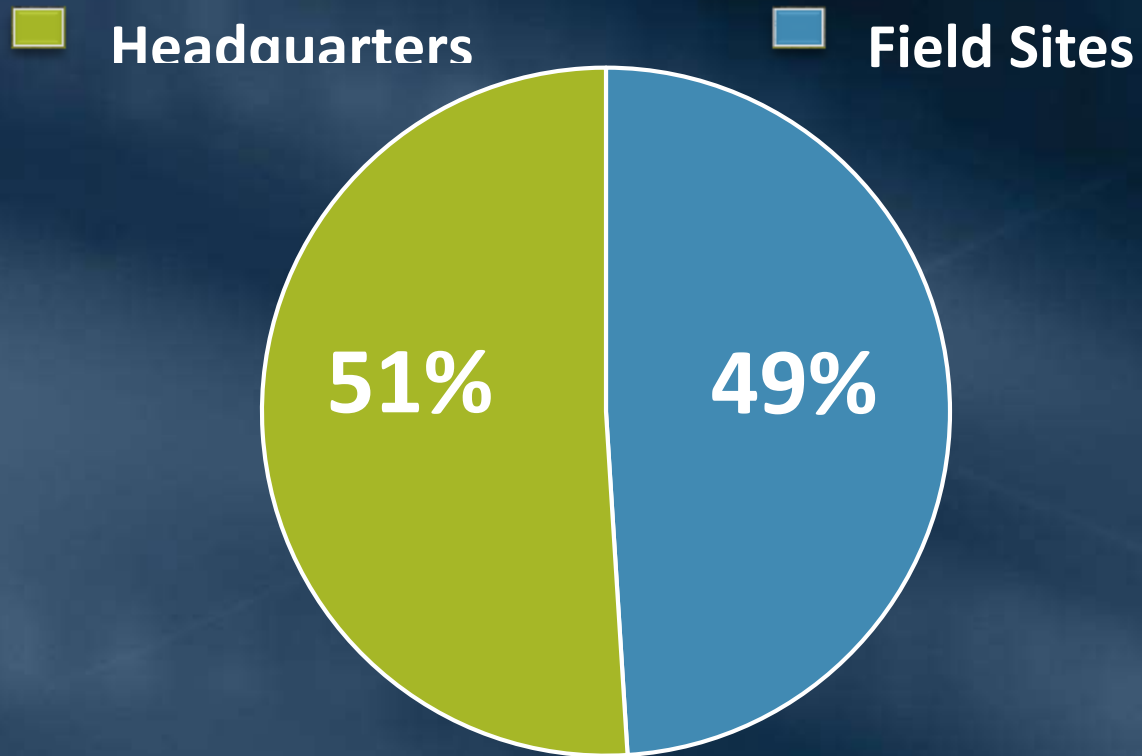
*Abel Salinas  
Ethics Officer*

# 2019 Ethics Survey

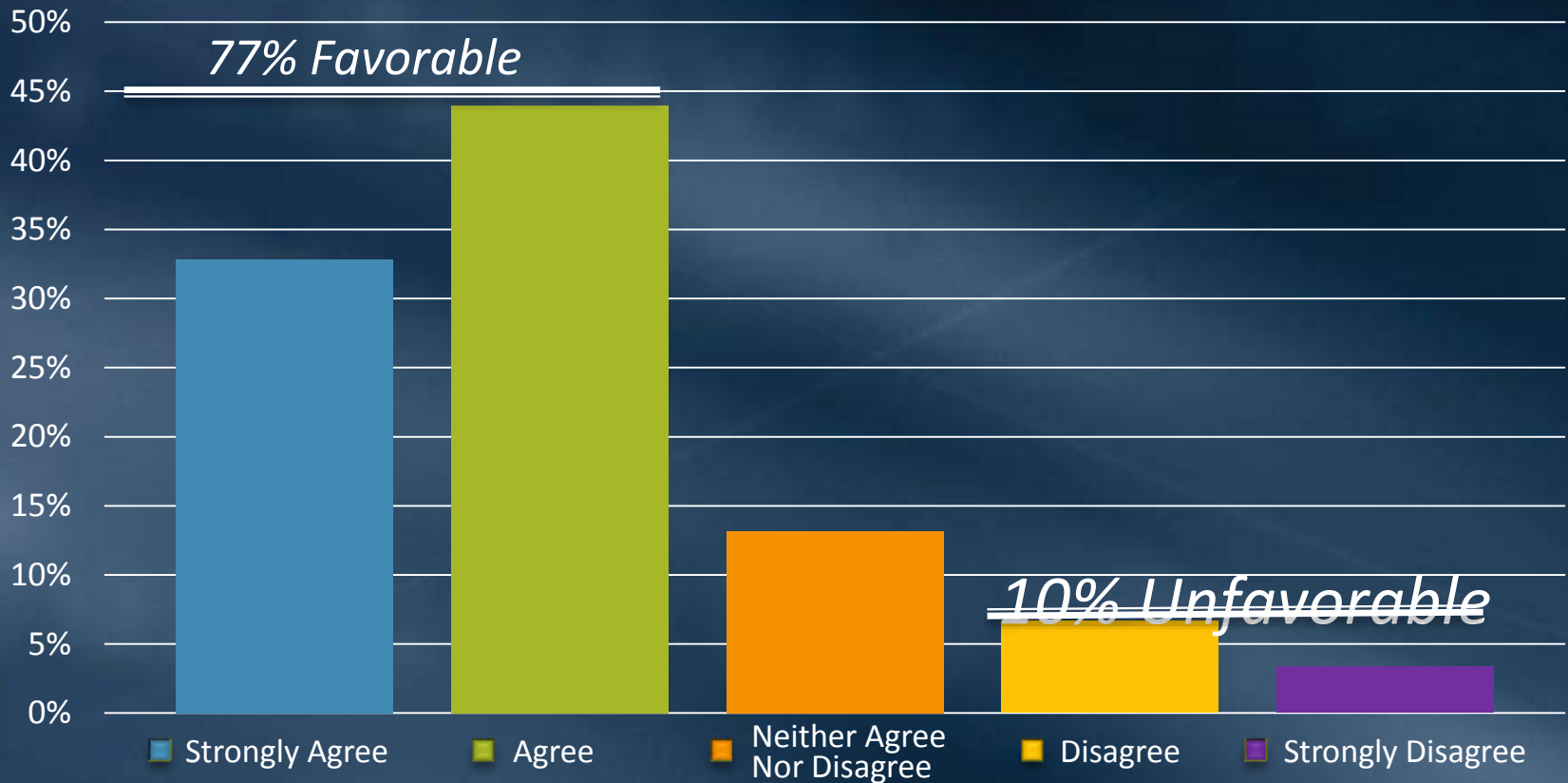
- 1871 employees surveyed
- 1223 employees responded



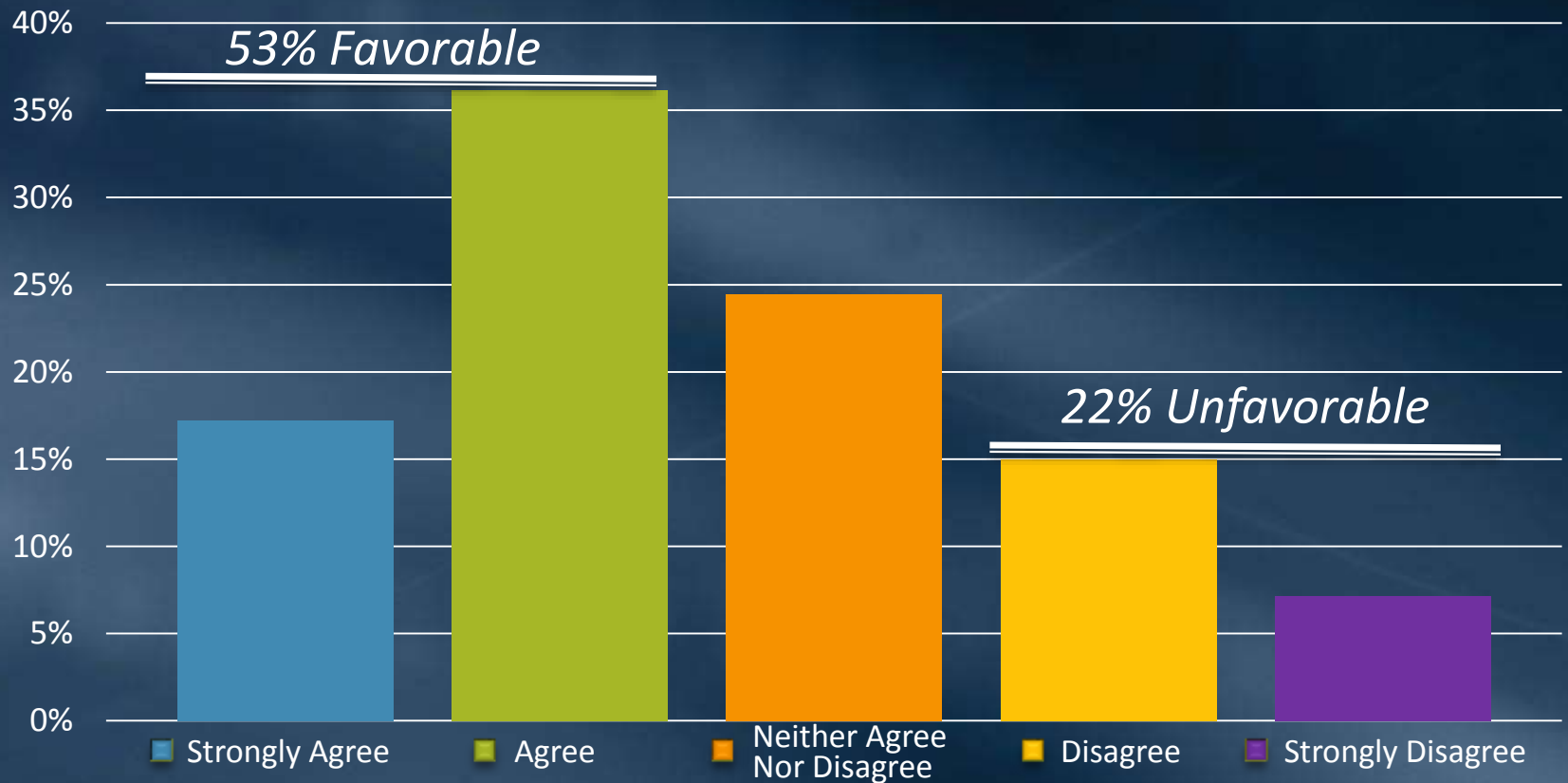
# Worksite participation



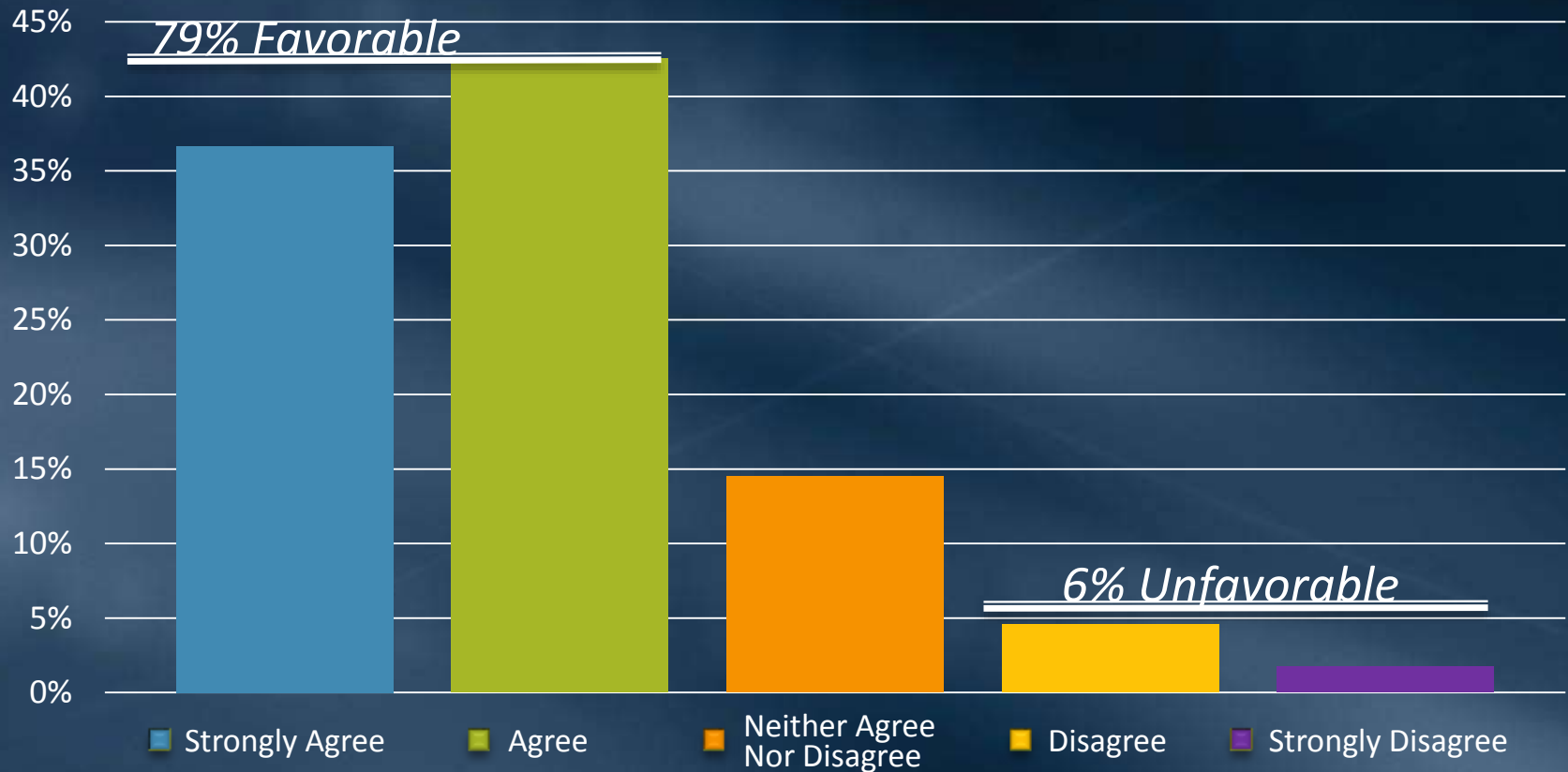
## Metropolitan supports employees doing the right thing



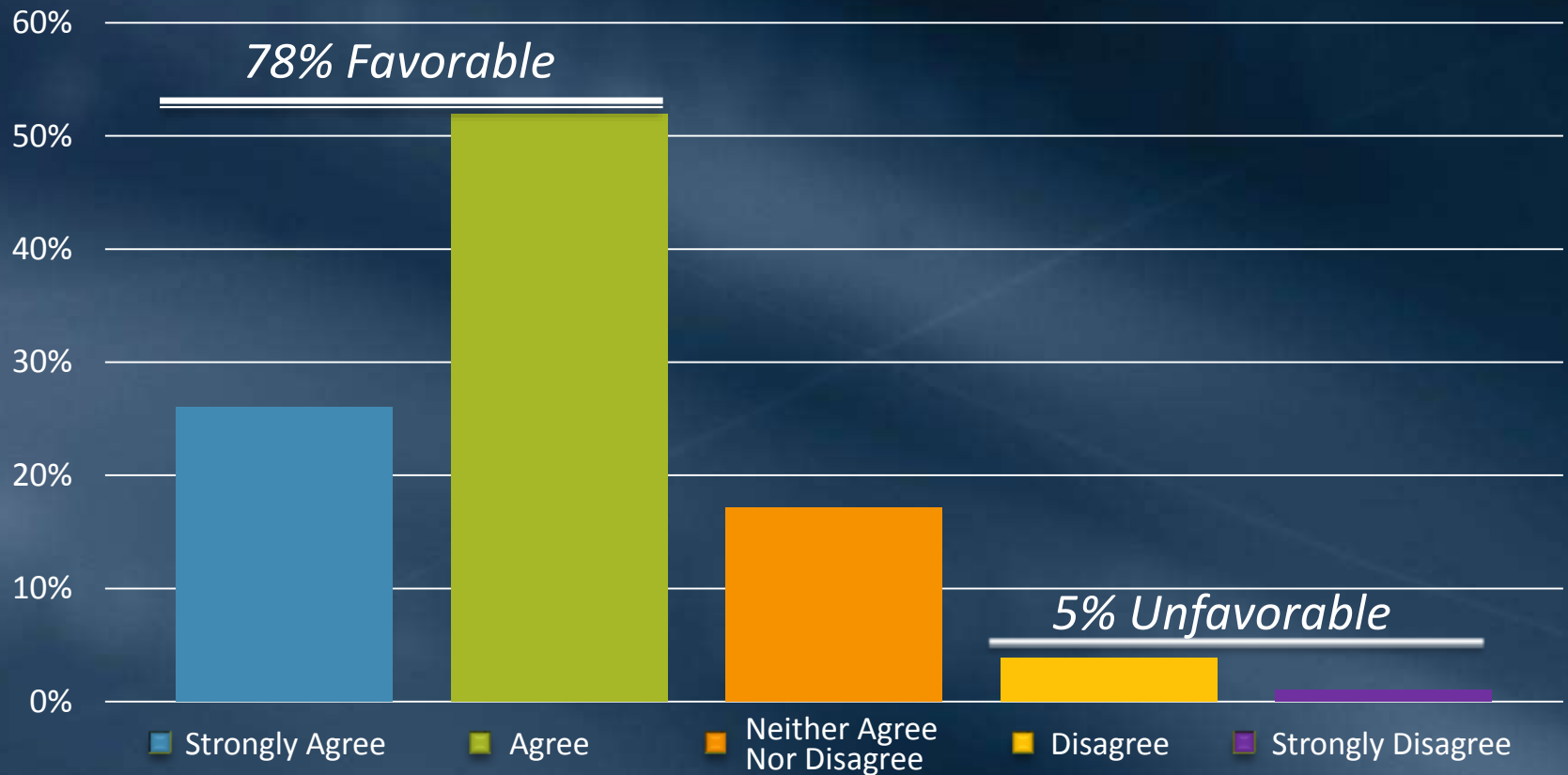
## It is safe to speak up at Metropolitan



## I would report unethical behavior if I saw it

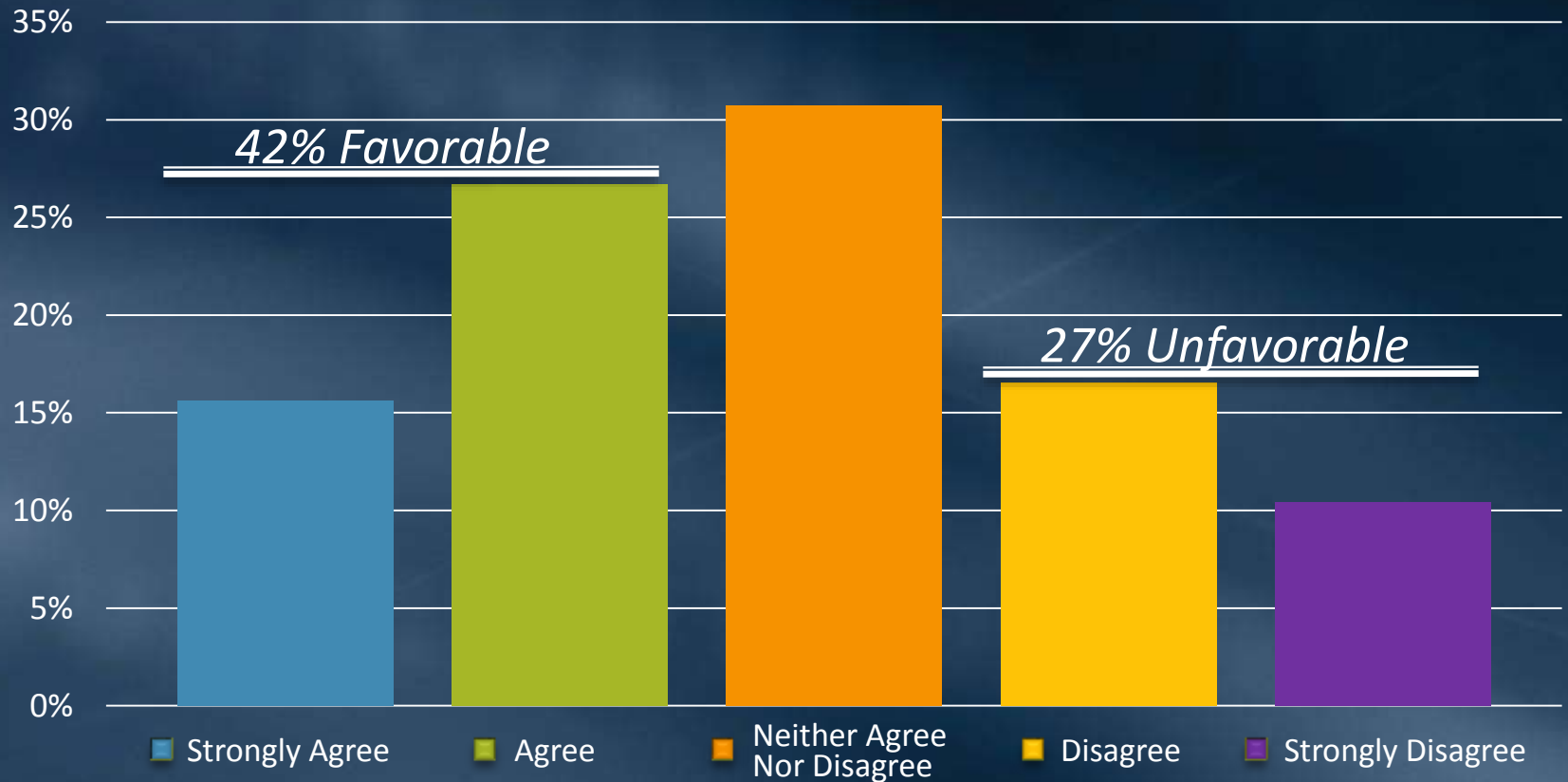


## I understand Metropolitan's ethics rules and policies

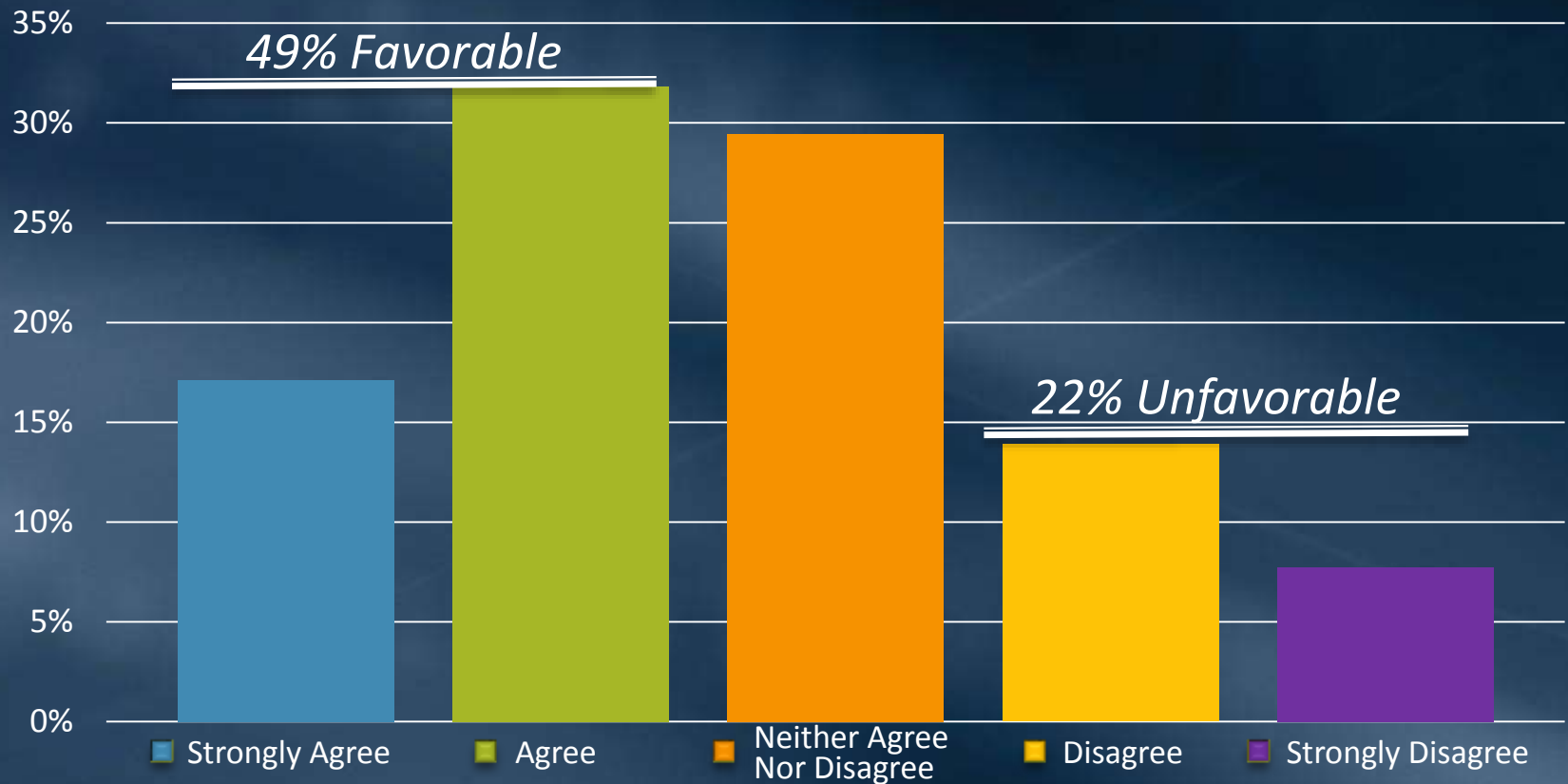




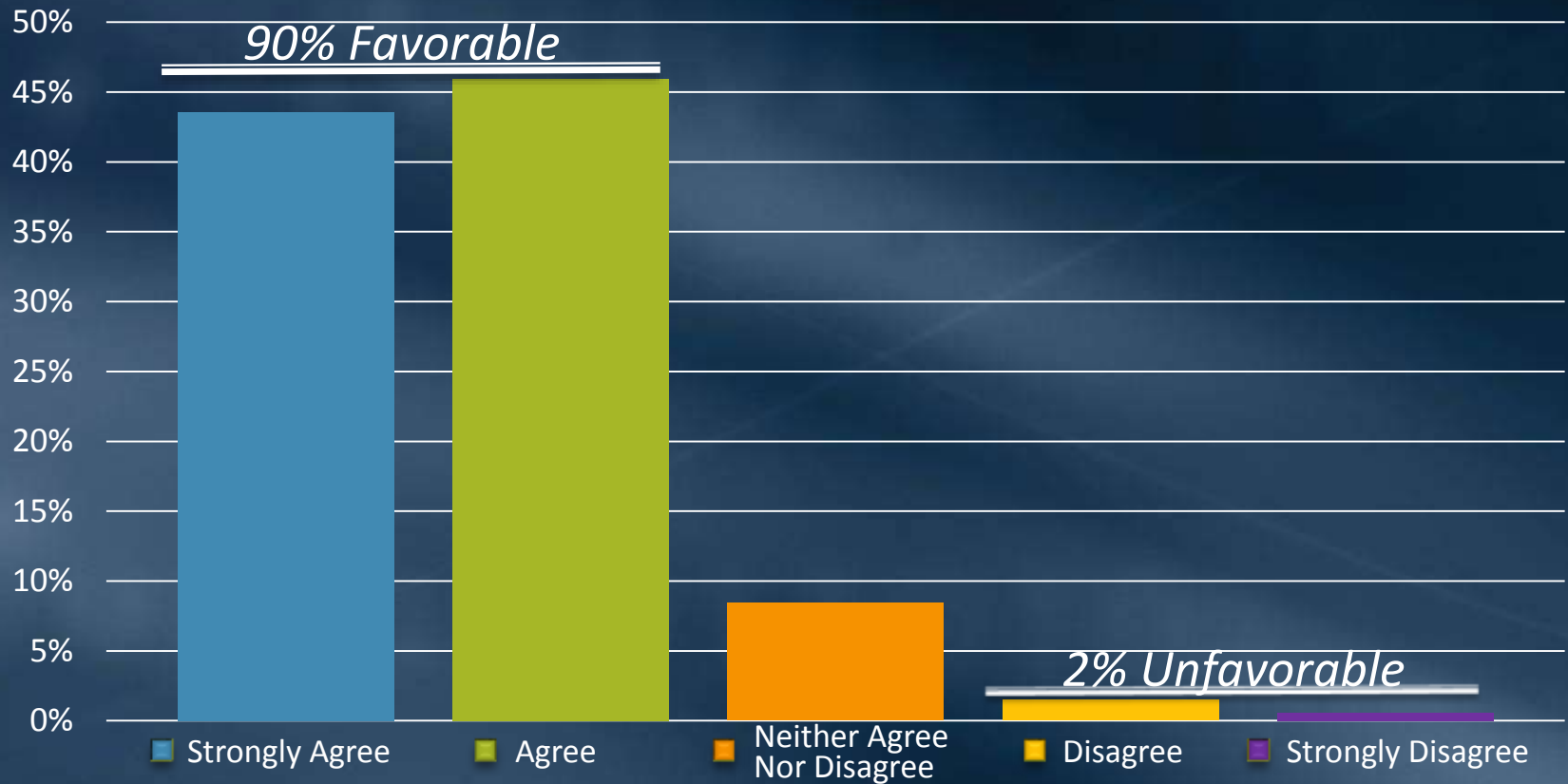
## I believe people who violate ethics rules are held accountable



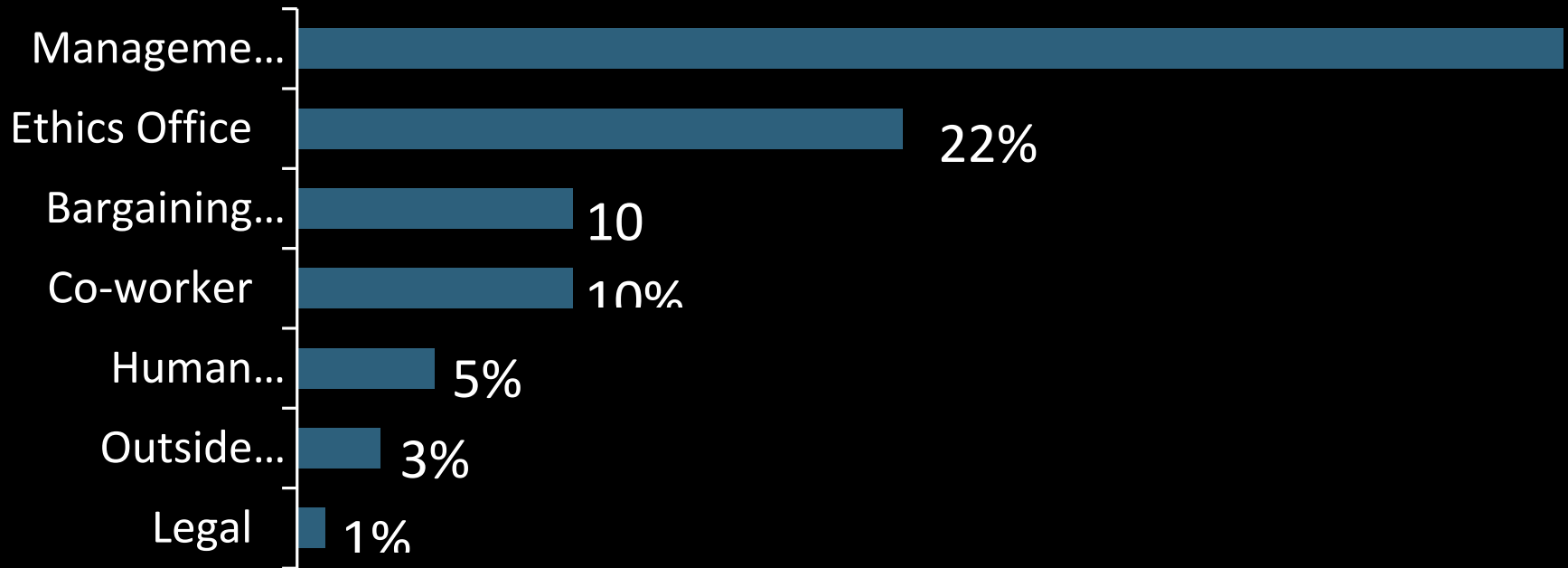
## I can disclose a suspected violation without fear of reprisal



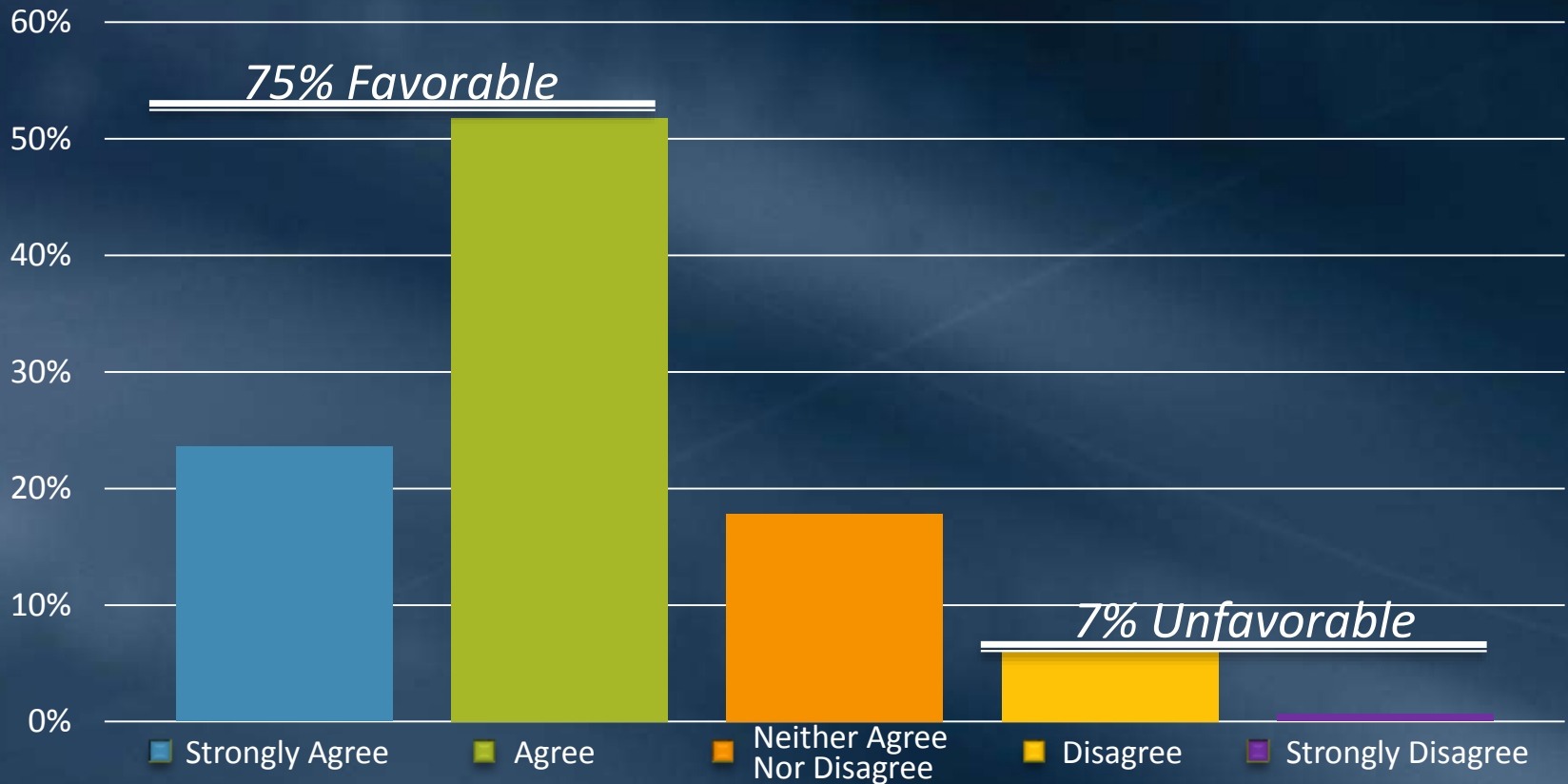
## I understand my ethics responsibilities



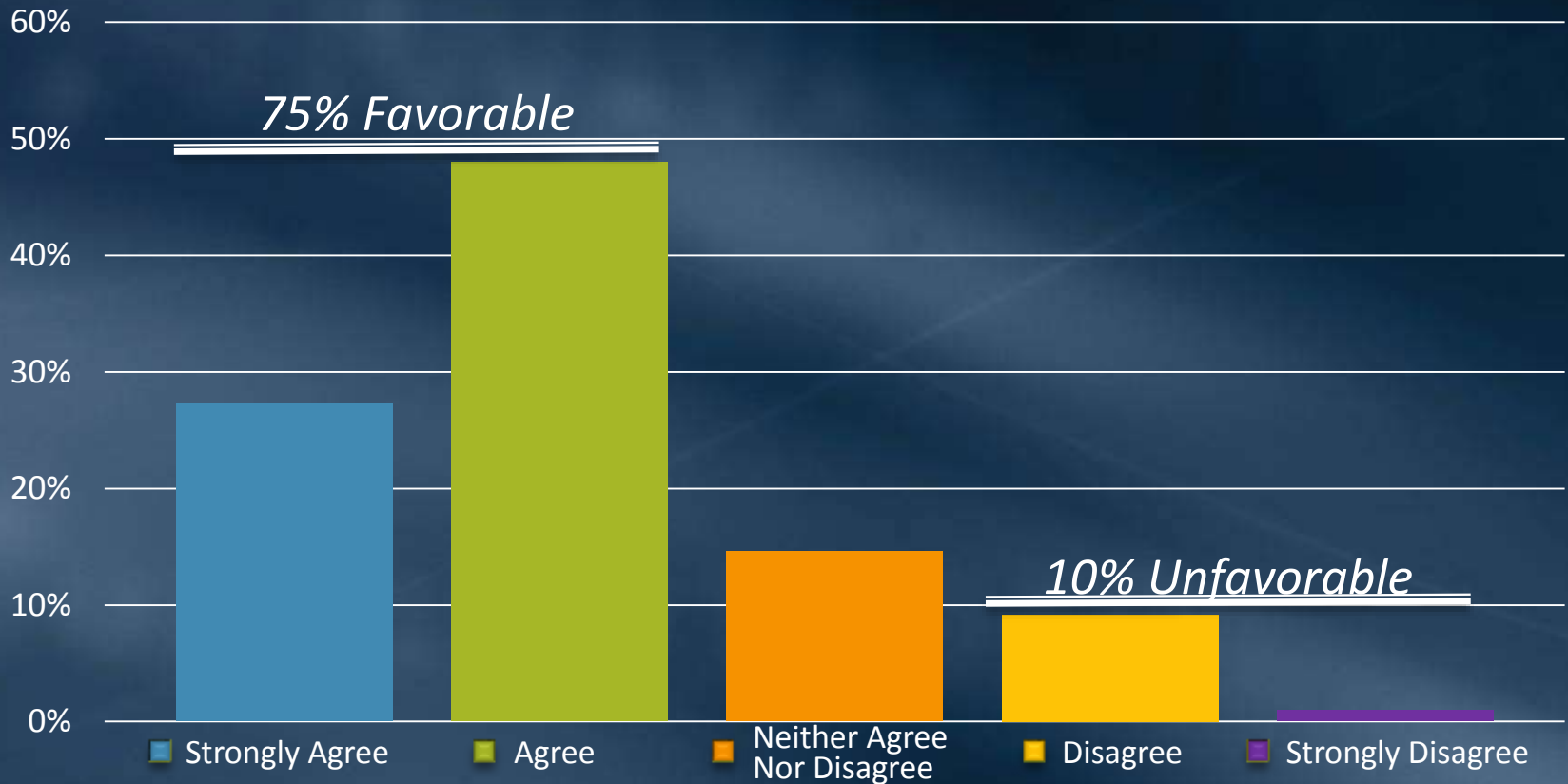
## I am most likely to raise a concern about an ethics issue to



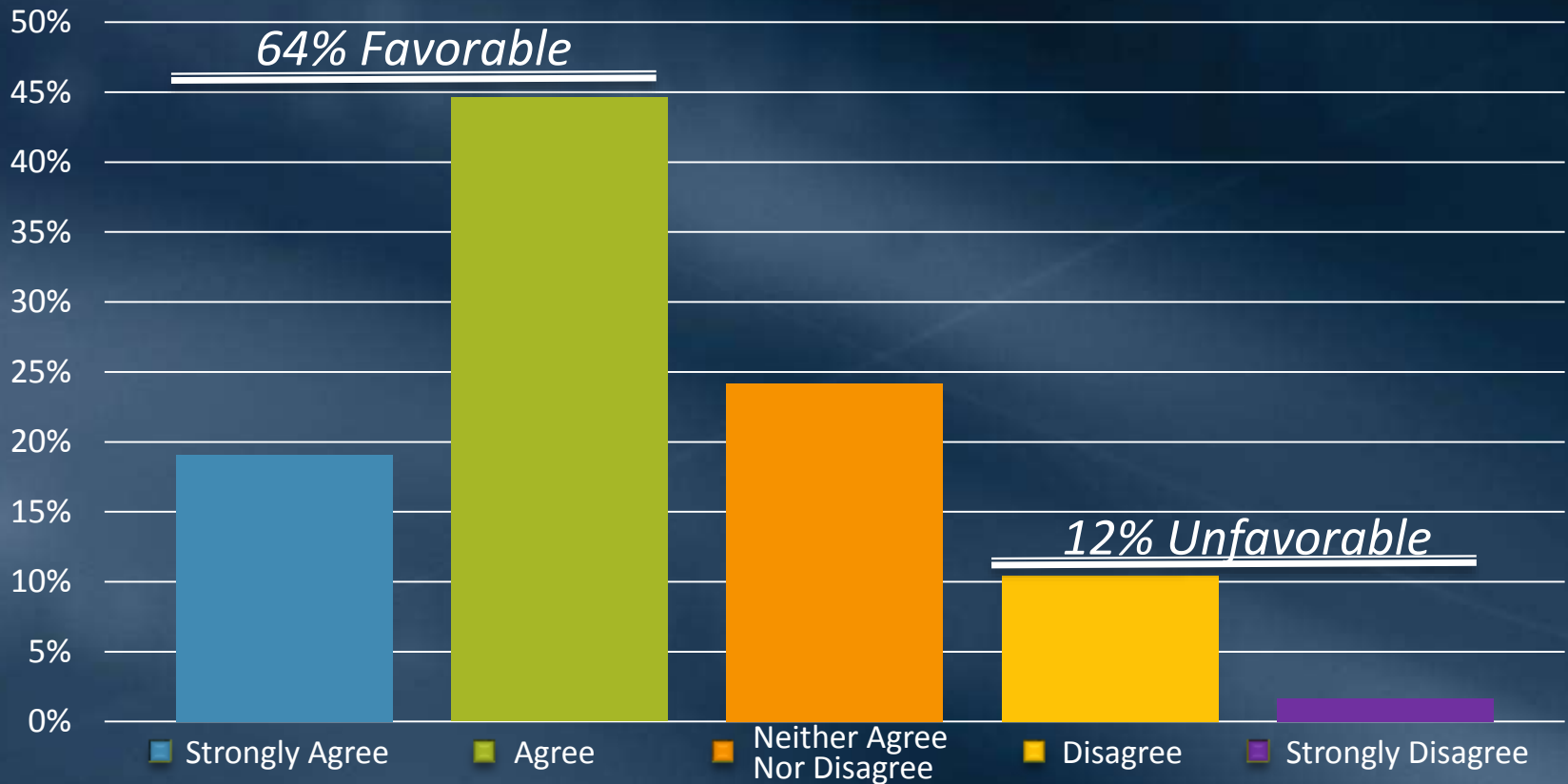
# Metropolitan guidance on ethical behavior has been shared with me



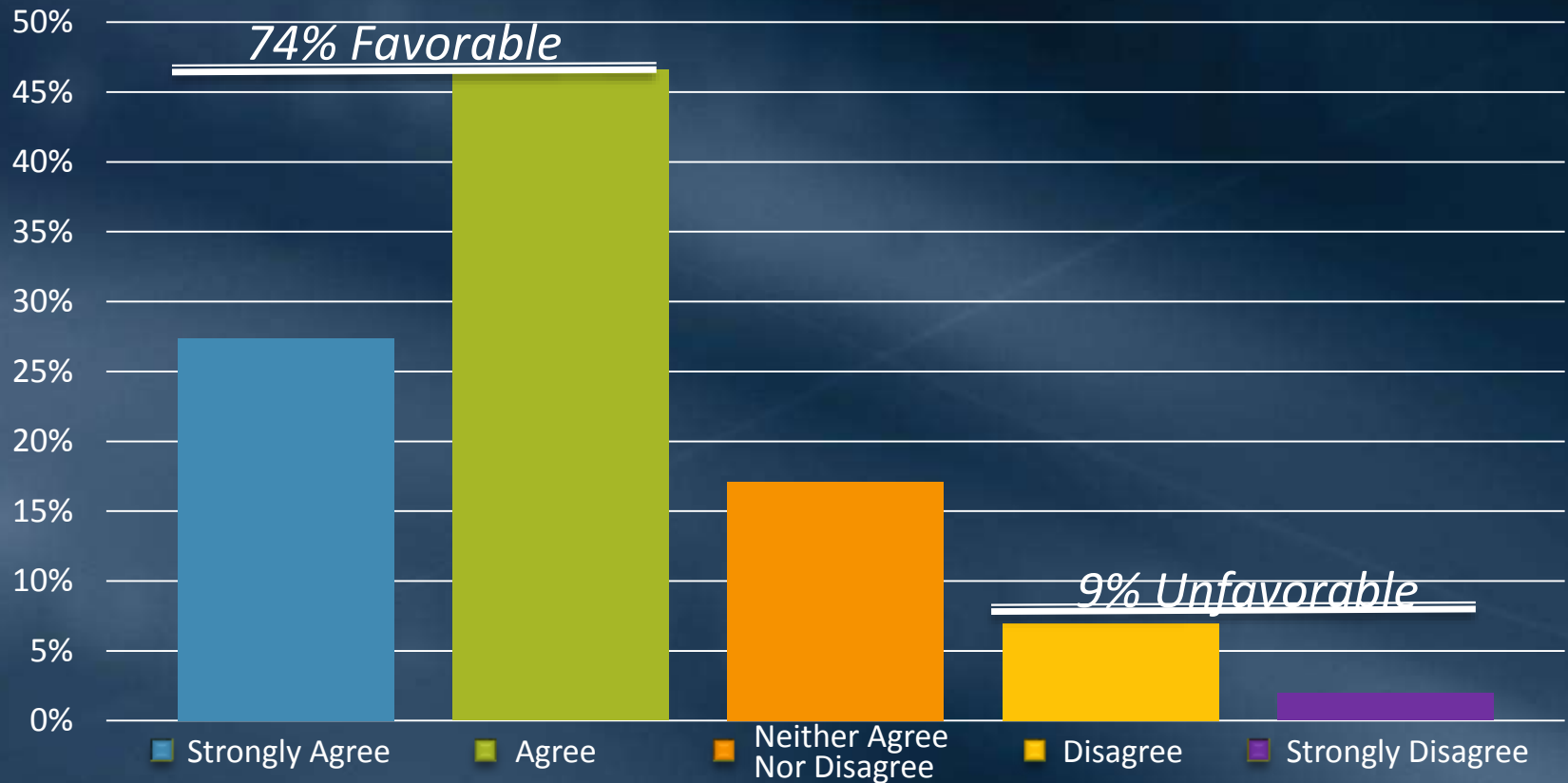
## I know HOW to contact the Ethics Office



## I know WHEN to contact the Ethics Office



## I can obtain ethics advice from the Ethics Office





## I received Ethics training in the last 12 months

