



# JEA Ethics Snapshot

Ethics Office FY21 in Review  
Walette Stanford, Ethics Officer

89

## Inquiries Managed

Gifts, travel, nepotism, conflicts of interest, secondary employment & more.

1795

## Business Ethics Training

Refresher training for JEA employees and contract employees.

39

## Exit Interviews

Resignations/Retirees identifying opportunities to improve retention and engagement.



**Developed an employee/officials conflict of interest policy & disclosure form** in partnership with COJ Ethics and OGC.



**Updated the Code of Conduct and provided an video to overview the document.**



**Ethics Hotline upgraded to Ethics Point**  
JEA now offers three ways to report unethical behavior confidentially.



**Ethics Education - Ethical Leadership Workshop Action Plan**  
Sent tools and stories quarterly to managers to continue to receive input on topics/areas to address.

## Ethics Education



Happiness Project



Hope and Gallup Strength Test



Giving Voice to Values

