Q1 How long have you been an employee of the State of Washington?

Answered: 132  Skipped: 0

<table>
<thead>
<tr>
<th>Answer Choices</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-1 year</td>
<td>14.39%</td>
</tr>
<tr>
<td>1-5 years</td>
<td>21.97%</td>
</tr>
<tr>
<td>5-10 years</td>
<td>18.94%</td>
</tr>
<tr>
<td>10-15 years</td>
<td>14.39%</td>
</tr>
<tr>
<td>More than 15 years</td>
<td>30.30%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
</tr>
</tbody>
</table>
Q3 Are you a supervisor with at least one direct report?

Answered: 132  Skipped: 0

<table>
<thead>
<tr>
<th>Answer Choices</th>
<th>Responses</th>
</tr>
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<tbody>
<tr>
<td>Yes</td>
<td>24.24%</td>
</tr>
<tr>
<td>No</td>
<td>75.76%</td>
</tr>
<tr>
<td>Total</td>
<td></td>
</tr>
</tbody>
</table>
Q4 The following items are objectives of my agency's ethics training, leadership and investigative efforts:

- Prevent ethics violations
- Educate employees on...
- Strengthen the public's trust...
- Detect unethical...
- Discipline

Answered: 124  Skipped: 8
## Ethics in Public Service Employee Survey

<table>
<thead>
<tr>
<th></th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>I do not know</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prevent ethics violations</td>
<td>67.74%</td>
<td>13.71%</td>
<td>5.65%</td>
<td>12.90%</td>
<td>124</td>
</tr>
<tr>
<td>Educate employees on ethics standards expected of them</td>
<td>74.19%</td>
<td>13.71%</td>
<td>5.65%</td>
<td>6.45%</td>
<td>124</td>
</tr>
<tr>
<td>Strengthen the public's trust in state government</td>
<td>40.16%</td>
<td>36.89%</td>
<td>4.92%</td>
<td>18.03%</td>
<td>122</td>
</tr>
<tr>
<td>Detect unethical behavior</td>
<td>51.61%</td>
<td>18.55%</td>
<td>13.71%</td>
<td>16.13%</td>
<td>124</td>
</tr>
<tr>
<td>Discipline violators</td>
<td>37.40%</td>
<td>26.83%</td>
<td>15.45%</td>
<td>20.33%</td>
<td>123</td>
</tr>
<tr>
<td>Ensure fair and impartial treatment of the public</td>
<td>66.94%</td>
<td>18.55%</td>
<td>4.03%</td>
<td>10.48%</td>
<td>124</td>
</tr>
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</table>
Q5 I understand:

Answered: 124  Skipped: 8

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<th>Neutral</th>
<th>Disagree</th>
<th>I do not know</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Ethics in Public Service Act</td>
<td>57.72%</td>
<td>14.63%</td>
<td>8.13%</td>
<td>19.51%</td>
<td>123</td>
</tr>
<tr>
<td>My agency ethics policy</td>
<td>72.73%</td>
<td>10.74%</td>
<td>5.79%</td>
<td>10.74%</td>
<td>121</td>
</tr>
</tbody>
</table>
Q6 My work-related decisions and conduct are guided by:

Answered: 119  Skipped: 13

<table>
<thead>
<tr>
<th></th>
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<th>Neutral</th>
<th>Disagree</th>
<th>I do not know</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Ethics in Public Service Act</td>
<td>61.34%</td>
<td>23.53%</td>
<td>4.20%</td>
<td>10.92%</td>
<td>119</td>
</tr>
<tr>
<td></td>
<td>73</td>
<td>28</td>
<td>5</td>
<td>13</td>
<td></td>
</tr>
<tr>
<td>My agency ethics policy</td>
<td>70.69%</td>
<td>21.55%</td>
<td>1.72%</td>
<td>6.03%</td>
<td>116</td>
</tr>
<tr>
<td></td>
<td>82</td>
<td>25</td>
<td>2</td>
<td>7</td>
<td></td>
</tr>
</tbody>
</table>
Q7 I know who my agency ethics advisor is and how to contact them:

Answered: 122  Skipped: 10

<table>
<thead>
<tr>
<th>Answer Choices</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>51.64%</td>
</tr>
<tr>
<td>No</td>
<td>32.79%</td>
</tr>
<tr>
<td>N/A</td>
<td>13.11%</td>
</tr>
<tr>
<td>My agency does not have an ethics advisor</td>
<td>2.46%</td>
</tr>
<tr>
<td>Total</td>
<td></td>
</tr>
</tbody>
</table>
Q8 Within the last 2 years, I participated in or received an ethics-related:

Answered: 122  Skipped: 10
## Ethics in Public Service Employee Survey

<table>
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<th>Event</th>
<th>Yes</th>
<th>No</th>
<th>N/A</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Newsletter</td>
<td>46.02%</td>
<td>46.02%</td>
<td>7.96%</td>
<td>113</td>
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<tr>
<td></td>
<td>52</td>
<td>52</td>
<td>9</td>
<td></td>
</tr>
<tr>
<td>Workbook</td>
<td>12.04%</td>
<td>78.70%</td>
<td>9.26%</td>
<td>108</td>
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<tr>
<td></td>
<td>13</td>
<td>85</td>
<td>10</td>
<td></td>
</tr>
<tr>
<td>Webinar</td>
<td>20.00%</td>
<td>71.82%</td>
<td>8.18%</td>
<td>110</td>
</tr>
<tr>
<td></td>
<td>22</td>
<td>79</td>
<td>9</td>
<td></td>
</tr>
<tr>
<td>Staff meeting</td>
<td>50.91%</td>
<td>42.73%</td>
<td>6.36%</td>
<td>110</td>
</tr>
<tr>
<td></td>
<td>56</td>
<td>47</td>
<td>7</td>
<td></td>
</tr>
<tr>
<td>Training (Less than 2 hours)</td>
<td>54.39%</td>
<td>37.72%</td>
<td>7.89%</td>
<td>114</td>
</tr>
<tr>
<td></td>
<td>62</td>
<td>43</td>
<td>9</td>
<td></td>
</tr>
<tr>
<td>Training (More than 2 hours)</td>
<td>11.11%</td>
<td>77.78%</td>
<td>11.11%</td>
<td>108</td>
</tr>
<tr>
<td></td>
<td>12</td>
<td>84</td>
<td>12</td>
<td></td>
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</tbody>
</table>
If you answered "Yes" to any option in question 8, this information has:

Answered: 113  Skipped: 19

- Increased my knowledge of...
- Increased my knowledge of...
- Been an efficient me...

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

- Agree
- Neutral
- Disagree
- Have not received any resources or training
- I do not know
<table>
<thead>
<tr>
<th></th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Have not received any resources or training</th>
<th>I do not know</th>
<th>Total</th>
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</thead>
<tbody>
<tr>
<td>Increased my knowledge of the Ethics in Public Service Act</td>
<td>49.11%</td>
<td>24.11%</td>
<td>8.04%</td>
<td>14.29%</td>
<td>4.46%</td>
<td>112</td>
</tr>
<tr>
<td></td>
<td>55</td>
<td>27</td>
<td>9</td>
<td>16</td>
<td>5</td>
<td></td>
</tr>
<tr>
<td>Increased my knowledge of my agency ethics policy</td>
<td>63.72%</td>
<td>17.70%</td>
<td>4.42%</td>
<td>12.39%</td>
<td>1.77%</td>
<td>113</td>
</tr>
<tr>
<td></td>
<td>72</td>
<td>20</td>
<td>5</td>
<td>14</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>Been an efficient means of communicating ethical expectations</td>
<td>54.95%</td>
<td>18.92%</td>
<td>9.91%</td>
<td>13.51%</td>
<td>2.70%</td>
<td>111</td>
</tr>
<tr>
<td></td>
<td>61</td>
<td>21</td>
<td>11</td>
<td>15</td>
<td>3</td>
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</tr>
</tbody>
</table>
Q10 In my opinion, these types of conduct occur at my agency:

Answered: 118   Skipped: 14

- Employees improperly...
- Employees improperly...
- Employees misusing sta...
- Employees misusing sta...
- Employees misusing the...
<table>
<thead>
<tr>
<th></th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>I do not know</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employees improperly giving or receiving gifts</td>
<td>13.56%</td>
<td>5.08%</td>
<td>59.32%</td>
<td>22.03%</td>
<td>118</td>
</tr>
<tr>
<td></td>
<td>16</td>
<td>6</td>
<td>70</td>
<td>26</td>
<td></td>
</tr>
<tr>
<td>Employees improperly benefiting financially from the work they do for the state</td>
<td>13.56%</td>
<td>5.93%</td>
<td>56.78%</td>
<td>23.73%</td>
<td>118</td>
</tr>
<tr>
<td></td>
<td>16</td>
<td>7</td>
<td>67</td>
<td>28</td>
<td></td>
</tr>
<tr>
<td>Employees misusing state property</td>
<td>22.22%</td>
<td>11.11%</td>
<td>43.59%</td>
<td>23.08%</td>
<td>117</td>
</tr>
<tr>
<td></td>
<td>26</td>
<td>13</td>
<td>51</td>
<td>27</td>
<td></td>
</tr>
<tr>
<td>Employees misusing state positions</td>
<td>13.56%</td>
<td>13.56%</td>
<td>47.46%</td>
<td>25.42%</td>
<td>118</td>
</tr>
<tr>
<td></td>
<td>16</td>
<td>16</td>
<td>56</td>
<td>30</td>
<td></td>
</tr>
<tr>
<td>Employees misusing their official time</td>
<td>27.59%</td>
<td>11.21%</td>
<td>38.79%</td>
<td>22.41%</td>
<td>116</td>
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<tr>
<td></td>
<td>32</td>
<td>13</td>
<td>45</td>
<td>26</td>
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</table>
Q11 I would feel comfortable asking for ethics advice from this person or agency:

Answered: 115  Skipped: 17

- The Executive Ethics Board
- Office of the State Auditor
- Office of the Attorney...
- My agency ethics Advisor
- Human Resources
### Ethics in Public Service Employee Survey

<table>
<thead>
<tr>
<th></th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>I do not know</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Executive Ethics Board</td>
<td>31.19%</td>
<td>26.61%</td>
<td>18.35%</td>
<td>23.85%</td>
<td>109</td>
</tr>
<tr>
<td>Office of the State Auditor</td>
<td>27.52%</td>
<td>27.52%</td>
<td>22.02%</td>
<td>22.94%</td>
<td>109</td>
</tr>
<tr>
<td>Office of the Attorney General</td>
<td>34.86%</td>
<td>25.69%</td>
<td>22.02%</td>
<td>17.43%</td>
<td>109</td>
</tr>
<tr>
<td>My agency ethics Advisor</td>
<td>58.18%</td>
<td>12.73%</td>
<td>10.00%</td>
<td>19.09%</td>
<td>110</td>
</tr>
<tr>
<td>Human Resources</td>
<td>76.11%</td>
<td>11.50%</td>
<td>9.73%</td>
<td>2.65%</td>
<td>113</td>
</tr>
<tr>
<td>A manager</td>
<td>72.32%</td>
<td>14.29%</td>
<td>9.82%</td>
<td>3.57%</td>
<td>112</td>
</tr>
<tr>
<td>a peer</td>
<td>58.93%</td>
<td>27.68%</td>
<td>9.82%</td>
<td>3.57%</td>
<td>112</td>
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</tbody>
</table>
Q12 Overall, I feel comfortable reporting unethical practices:

Answered: 112  Skipped: 20

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<th>Responses</th>
</tr>
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<tbody>
<tr>
<td>Yes</td>
<td>71.43%</td>
</tr>
<tr>
<td>No</td>
<td>28.57%</td>
</tr>
<tr>
<td>Total</td>
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</table>
Q13 If I see an ethical violation, I will report it:

Answered: 91  Skipped: 41

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<tr>
<td>Yes</td>
<td>83.52%</td>
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<td></td>
<td>76</td>
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<tr>
<td>No</td>
<td>16.48%</td>
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<td>15</td>
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<tr>
<td>Total</td>
<td></td>
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<td></td>
<td>91</td>
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</table>
Q14 In my agency, ethical behavior is:

Answered: 115  Skipped: 17

<table>
<thead>
<tr>
<th></th>
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<th>Neutral</th>
<th>Disagree</th>
<th>I do not know</th>
<th>Total</th>
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<tbody>
<tr>
<td>Expected</td>
<td>80.70%</td>
<td>10.53%</td>
<td>7.89%</td>
<td>0.88%</td>
<td>114</td>
</tr>
<tr>
<td>Encouraged (recognized as good with incentives)</td>
<td>48.65%</td>
<td>27.03%</td>
<td>16.22%</td>
<td>8.11%</td>
<td>111</td>
</tr>
<tr>
<td>Ignored</td>
<td>12.61%</td>
<td>24.32%</td>
<td>46.85%</td>
<td>16.22%</td>
<td>111</td>
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</table>

Ethics in Public Service Employee Survey
Q15 I believe my agency follows up on ethical concerns that are reported by employees:

Answered: 114  Skipped: 18

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<thead>
<tr>
<th>Answer Choices</th>
<th>Responses</th>
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<tbody>
<tr>
<td>Yes</td>
<td>47.37%</td>
</tr>
<tr>
<td>No</td>
<td>11.40%</td>
</tr>
<tr>
<td>I do not know</td>
<td>41.23%</td>
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Total 114
Q16 I believe my agency makes a serious effort to detect violations of its ethics policy and the Ethics in Public Service Act:

Answered: 114  Skipped: 18

<table>
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<tr>
<th>Answer Choices</th>
<th>Responses</th>
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<tbody>
<tr>
<td>Yes</td>
<td>35.09%</td>
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<tr>
<td>No</td>
<td>12.28%</td>
</tr>
<tr>
<td>I do not know</td>
<td>52.63%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>114</td>
</tr>
</tbody>
</table>

Ethics in Public Service Employee Survey
Q17 When my agency detects an ethics violation, I believe it takes the proper corrective or disciplinary action in a fair and swift manner:

Answered: 112  Skipped: 20

<table>
<thead>
<tr>
<th>Answer Choices</th>
<th>Responses</th>
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<tbody>
<tr>
<td>Yes</td>
<td>33.04%</td>
</tr>
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<td>No</td>
<td>16.07%</td>
</tr>
<tr>
<td>I do not know</td>
<td>50.89%</td>
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<td>Total</td>
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</table>
Q18 If you are a manager, please answer questions 18 and 19, if not, please go to question 20. As a supervisor, I make an effort to:

Answered: 21   Skipped: 111
Ethics in Public Service Employee Survey

<table>
<thead>
<tr>
<th>Survey Question</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>I do not know</th>
<th>Total</th>
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</thead>
<tbody>
<tr>
<td>Discuss ethics at staff meetings</td>
<td>65.00%</td>
<td>25.00%</td>
<td>10.00%</td>
<td>0.00%</td>
<td>20</td>
</tr>
<tr>
<td>Encourage employees to report violations without fear of retaliation</td>
<td>57.89%</td>
<td>42.11%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>19</td>
</tr>
<tr>
<td>Issue</td>
<td>Percentage</td>
<td>30.00%</td>
<td>45.00%</td>
<td>20.00%</td>
<td>5.00%</td>
</tr>
<tr>
<td>----------------------------------------------------------------------</td>
<td>------------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>-------</td>
</tr>
<tr>
<td>Keep employees informed about changes in the Ethics Act</td>
<td></td>
<td>6</td>
<td>9</td>
<td>4</td>
<td>1</td>
</tr>
<tr>
<td>Make sure employees are receiving ethics training</td>
<td>42.86%</td>
<td>9</td>
<td>7</td>
<td>4</td>
<td>1</td>
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</tbody>
</table>

Ethics in Public Service Employee Survey
Q19 As a manager, I have been given the proper resources and training to:

- Investigate ethical...
- Update employees ab...
- Have ethical discussion...
- Counsel employees on...
- Support employees'...

Answered: 20  Skipped: 112
## Ethics in Public Service Employee Survey

<table>
<thead>
<tr>
<th>Activity</th>
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<th>Neutral</th>
<th>Disagree</th>
<th>I do not know</th>
<th>Total</th>
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</thead>
<tbody>
<tr>
<td>Investigate ethical violations</td>
<td>21.05%</td>
<td>31.58%</td>
<td>42.11%</td>
<td>5.26%</td>
<td>19</td>
</tr>
<tr>
<td>Update employees about recent Ethics Board decisions</td>
<td>31.58%</td>
<td>31.58%</td>
<td>31.58%</td>
<td>5.26%</td>
<td>19</td>
</tr>
<tr>
<td>Have ethical discussion topics for staff meetings</td>
<td>36.84%</td>
<td>26.32%</td>
<td>31.58%</td>
<td>5.26%</td>
<td>19</td>
</tr>
<tr>
<td>Counsel employees on ethical matters</td>
<td>75.00%</td>
<td>15.00%</td>
<td>5.00%</td>
<td>5.00%</td>
<td>20</td>
</tr>
<tr>
<td>Support employees’ ethical behavior</td>
<td>85.00%</td>
<td>5.00%</td>
<td>5.00%</td>
<td>5.00%</td>
<td>20</td>
</tr>
<tr>
<td>Correct and/or discipline employees’ unethical behavior</td>
<td>36.84%</td>
<td>36.84%</td>
<td>21.05%</td>
<td>5.26%</td>
<td>19</td>
</tr>
</tbody>
</table>