

2018 ILLINOIS EXECUTIVE EMPLOYEE ETHICS SURVEY

Conducted for:

Illinois Executive Ethics Commission

and

Office of the Executive Inspector General for Agencies of
the Illinois Governor

Conducted by:

**Survey
Research
Office**

ILLINOIS
SPRINGFIELD

*A Unit of the Center for State Policy and Leadership
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Executive Summary

The following sections contain an expansive analysis of the data collected by the researchers of the Survey Research Office from more 451 individual responses from executive branch employees in the state of Illinois regarding the following aspects of the State Officials and Employee Ethics Act: Program awareness, Program effectiveness, Culture factors, and Culture Outcomes. Due to the depth of this survey as well as the number of respondents, the study provides insightful data allowing us to discern some positive and negative aspects regarding the practice of the State Officials and Employees Ethics Act in Illinois.

Program Awareness.

On average, the majority of survey respondents indicated that they were familiar with the State Officials and Employee Ethics Act and could accurately describe the objectives of the Ethics Act. To assess the objectives of the Ethics Act, survey respondents were asked "To what extent do you believe each of the following items describes an objective of the Ethics Act" on a five point scale ranging from one for "Not at all" to five for "Very much so." The three most cited objectives were: "Educate employees regarding the ethics standards expected of them;" "Prevent violations of the ethics policies;" and "Answer employee questions about ethics." Individuals with supervisory experience reported greater familiarity with the rules of ethical conduct for executive branch employees and rated the utility of the rules more positively than non-supervisors.

Program Effectiveness.

Program effectiveness was measured by whether individuals knew about ethics officers, whether they sought advice from ethics officers, how they rated the quality of the advice from the ethics officer, and whether they received ethics training. Nearly eighty-five percent of survey respondents reported they were aware there were officials within their offices whose job responsibilities included providing advice to employees on ethical issues. However, employees who had worked for the state of Illinois for less than four years reported the lowest level of awareness.

Sixty-three survey respondents (14.1 percent) reported that they sought ethics-related advice in the past four years. Of these individuals, supervisors, respondents from the Chicago location, and individuals who had worked for the state more than 20 years were most likely to rate their ethics officer as "very helpful." Those who sought ethics advice from someone other than their ethics officer were less likely to report that the person was helpful. Respondents who did not seek ethics advice most often cited that they either never had a question regarding ethics or were confident in their own ability to handle the situation. Additionally, eighty percent of survey respondents reported that they received ethics training annually, most often via computer-based methods, reference materials and direct communication. Yet, in-person discussion was rated as the most effective ethics training method, followed by reference material and computer-based training.

Culture Factors.

Survey respondents were asked eighteen item statements to evaluate if a positive ethics culture existed within their workplace. The majority of the statements indicated a positive ethical culture within the survey respondents' workplace. Only one item, "Employees in the agency openly discuss the ethics of their decisions and actions," indicated a negative ethical culture. This item statement directly relates to whether or not ethics were discussed in the workplace. Though another item in this category, "Supervisors at my agency include discussions of ethics when talking to their employees," had a near

equal percentage of respondents who disagreed, this area has seen marked improvement since 2014, when all three statements had negative responses. The other area which was much more positively viewed in this survey than in the previous survey was whether leadership was perceived to care about ethics. All four statements in this concept were not only positive, three were majority.

Culture Outcomes

Overall, survey respondents reported positive culture outcomes. And while more survey respondents reported a neutral choice for willingness to seek ethics advice when ethics issues arise, the rate of those who reported they would choose to seek advice within the agency increased for 2018. More survey respondents agreed than disagreed with the statement “Employees here make decisions that comply with the ethics policies because of the ethics program that is in place.” When asked about unethical behaviors, the most frequently cited behavior by survey respondents was “employees misusing official time.”

New for the 2018 survey were questions about the existence and function of the Office of the Executive Inspector General (OEIG). While nearly 92 percent of the respondents reported they were aware of the role played by the OEIG in regard to unethical misconduct, the rate was only 68.1 percent for respondents employed less than four years, while the rate for those employed more than 20 years was 97.4 percent. Fewer respondents (77.9 percent) were aware that OEIG is an independent agency, while over 71 percent of respondents stated that during their employment they had never been aware of unethical conduct.

Qualitative Outcomes

The qualitative data for the survey provides us with a level of nuance which is not available in quantitative measures. This data was collected from responses to the following open-ended questions:

1. In your opinion, what, if anything, makes it difficult for employees to comply with ethics policies?
2. In your opinion, what if anything, would further assist employees to act ethically in connection with their work?

For the first question, 21.2 percent of the respondents stated that there were no barriers affecting compliance with the ethics policies, 19.2 percent stated the leadership made it difficult for employees to comply with the ethics policies, and 17.8 percent reported an employee’s lack of knowledge about the ethics policy made compliance more difficult. Supervisors were slightly more likely to indicate there were no barriers to acting ethically and they were also more likely to indicate that lack of employee knowledge affected compliance. For the second question, one-third of those who responded reported they felt more training would assist employees to act more ethically in their work role, while nearly a quarter reported that holding violators accountable and enforcing discipline for the violations would further assist employees to act ethically. Supervisors as well as those employed over 20 years were more likely to indicate that a lack of discipline and accountability was a problem. Additionally, respondents from Chicago were more likely to suggest more training while respondents from Springfield were more likely to indicate that improved communication could assist employees in making more informed ethical decisions.

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Methodology

Methodology

The University of Illinois Springfield Survey Research Office is dedicated to the principles of transparency in research and is a charter member of the American Association for Public Opinion Research (AAPOR) Transparency Initiative. Membership entails adherence to AAPOR's code of ethics¹ as well as a commitment to promoting understanding of survey methodology and how it relates to survey quality. For more information about project methodology please contact the UIS Survey Research Office at sro@uis.edu



Survey Development

This survey is identical to the survey conducted by the Executive Ethics Commission in 2008 and 2013. The survey is adapted from the Federal Office of Governmental Ethics survey *Executive Branch Employee Ethics Survey 2000*.

Measures

The purpose of this survey was to address four key research questions:

- 1) Program Awareness
- 2) Program Effectiveness
- 3) Culture Factors
- 4) Culture Outcomes

These measures were grouped into three survey sections: Part A addressed both program awareness and program effectiveness, Part B addressed culture factors, and Part C addressed culture outcomes. Part D of the survey instrument contained three open-ended questions addressing barriers and enablers to compliance with standards of ethical conduct. The three open-ended questions included in the survey instrument were:

- In your opinion, what, if anything, makes it difficult for employees to comply with ethics policies?
- In your opinion, what, if anything, would further assist employees to act ethically in connection with their work?
- Is there anything else you would like to share or anyone you would like to recognize for providing exceptional integrity, fairness, and service to the People of the State of Illinois?

The open-ended responses to the first two questions were coded into categories using qualitative coding methodology and relying on the category of responses first identified in the 2008 report. The overall themes of the responses have remained similar enough over the past three surveys that the categories developed for the 2008 survey were still applicable for this survey. However, it should be noted that for this survey another response category of "Discipline/Accountability" was added for the first open-ended question. This option existed originally for the second open-ended question. The third

¹ The American Association for Public Opinion Research. (2015). The code of professional ethics and practices. Retrieved from: http://www.aapor.org/Standards-Ethics/AAPOR-Code-of-Ethics/AAPOR_Code_Accepted_Version_11302015.aspx

question was not coded as it asked respondents to provide the names of individuals whom they felt displayed strong ethical behavior in the workplace.

New for the 2018 survey were five questions added to measure the respondents' knowledge of the role and purpose of the Office of the Executive Inspector General (OEIG). The primary mission of the OEIG is to promote accountability in government. The OEIG is an independent, non-partisan agency investigating fraud, waste, abuse, and mismanagement in Illinois. It has four main functions: (1) conducting investigations; (2) overseeing ethics training; (3) making revolving door determinations; and (4) engaging in hiring and employment monitoring. The new questions, the first four of which were yes/no responses, are as follows:

1. Before taking this survey, were you aware that the OEIG is an independent agency?
2. Before taking this survey, were you aware that the OEIG investigates unethical conduct of State employees, agencies, and vendors doing business with the State?
3. Are you aware that, pursuant to State of Illinois Executive Order No. 2016-04 (2016), State employees are required to "report promptly to the OEIG and/or their ethics officer any information concerning alleged misconduct by a State employee or vendor"?
4. Have you reported unethical conduct to the OEIG within the past four years?
5. If you have not reported unethical conduct to the OEIG in the last four years, why not?
 - Never aware of unethical conduct
 - Believed nothing would be done
 - I did not know I had a duty to report unethical conduct
 - I thought I should report it to my ethics officer instead
 - I was afraid I would get in trouble
 - Other, please specify: _____

Part E contained demographic questions asking for the respondents' length of employment (less than four years, four to ten years, 11 to 20 years, more than 20 years), work location, supervisory status, as well as whether the respondent must file a Statement of Economic Interest.

Survey Methodology

In September 2017, the Illinois Executive Ethics Commission (EEC) contracted with the University of Illinois Springfield Survey Research Office to conduct a mail-based survey of employees in the state executive branch offices. A mail-based survey was sent to a random sample of 2800 individuals who work in the state executive branch offices. Individuals selected for the sample received an envelope containing the survey instrument, a letter from the Director of the EEC explaining the purpose and importance of completing the survey, and a business reply envelope. Based on previous surveys, the survey was mailed by the Comptroller's office using EEC envelopes in order to increase the response rate. About seven business days after mailing the survey, reminder postcards were sent to respondents asking them to either send the survey back to UIS via mail or to complete the survey via an online link.

Due to the sensitive nature of the questions in the survey, no project identification numbers were used. Instead, all respondents were provided with the code 9998 which they could use to take the survey online if they chose to do so. The topline report provides frequencies for all of the survey questions. We did not compare the results from the surveys completed online to the responses received from the mail-in surveys.

Survey Response Rates

The survey was sent out on December 13, 2017 and closed February 5, 2018. The following response rates were calculated using AAPOR's Response Rate Calculator. The response rate included an estimated proportion of cases of unknown eligibility that are eligible based on cases of known eligibility. The response rate for the survey was 16.1% (AAPOR Response Rate 3). The margin of error for this project was $\pm 1.8\%$. When examining subgroups, the margin of error will increase. Margins of error for this survey were not adjusted for design effect. The data in this survey were not weighted.

The SRO received eleven surveys which the respondents had left mostly blank. We marked these surveys as implicit refusals and their data were not included in the report. Overall, 333 respondents returned the mailed survey while 118 individuals chose to take the survey online.

Data Validity Checks

The Office Manager at the Survey Research Office was responsible for entering the data from the surveys returned by mail into Qualtrics. She was responsible for entering seventy-four percent of the surveys, thus assuring the validity of the entered data.

Data Analysis

The survey results were analyzed by the Survey Research Office using the Statistical Package for the Social Sciences (SPSS) data analysis software. In order to compare the results to prior surveys, individuals who chose not to answer a question were not included in the frequencies for each of the individual questions. The total number of refusals for each question was included in the topline report at the end of the report.

Sample Demographics

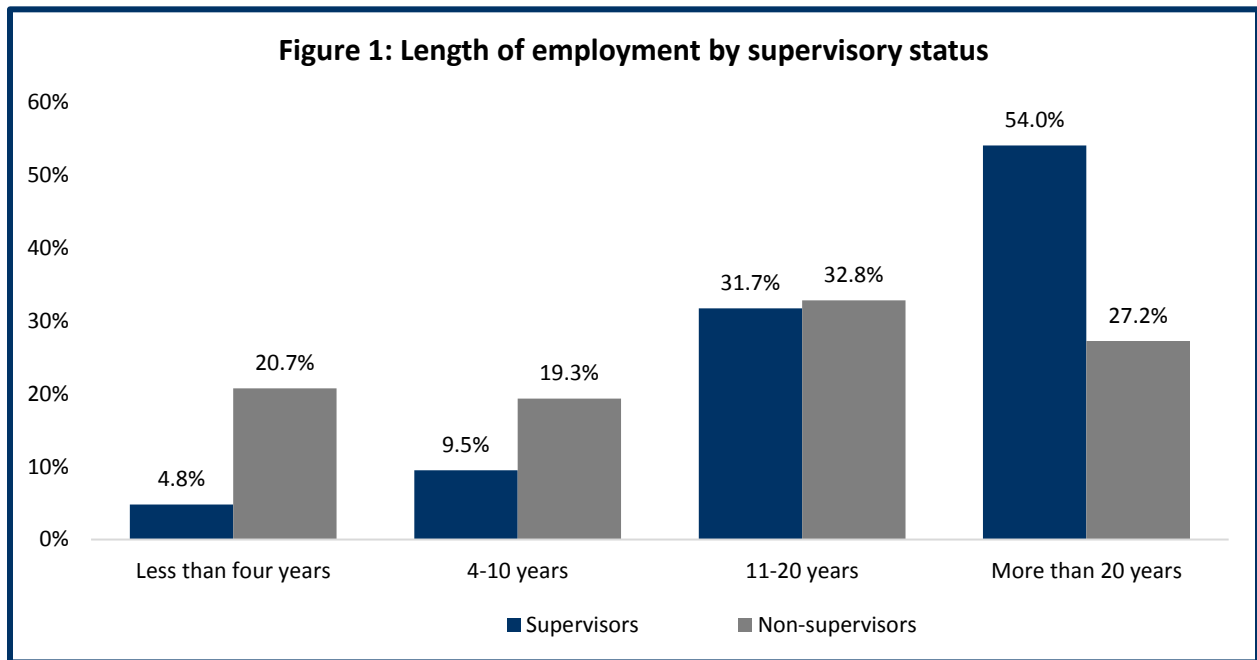
The respondents to the 2018 Executive Employee Ethics Survey varied in terms of numbers of years employed for the State of Illinois, financial disclosure responsibilities, work location, and supervisory status.

Years employed by the State of Illinois

Just under 16 percent (15.9 percent) of all respondents reported that they had worked for the State of Illinois less than four years, compared to 16.6 percent of respondents who reported working for the state between four and 10 years, 32.3 percent who had worked between 11 and 20 years, and 35.3 percent who had worked for the State of Illinois for more than 20 years.

Supervisory status

Over 29 percent (29.1 percent) of survey respondents reported that they currently hold a supervisory position. Of those who reported being supervisors, a little over half (54.0 percent) reported that they had worked for the State of Illinois for more than 20 years, compared to 31.7 percent who had been there between 11 and 20 years, 9.5 percent who had been there four to 10 years, and 4.8 percent who had worked for the State of Illinois for less than four years.



Financial Disclosure Responsibilities

About one-third of survey respondents (32.9 percent) reported that they filed an Economic Interest statement, compared to 40.3 percent of individuals who reported that they were not required to file an Economic Interest Statement, and 26.7 percent who did not know their filing status.

Work Location

Twenty-two percent of survey respondents reported working in Springfield, 16.7 percent reported working in Chicago, and 61.3 percent reported working in a location other than Springfield or Chicago.

Program Awareness

The first question assessing knowledge of the Ethics Act asked respondents to rate how familiar they were with the Ethics Act on a five point scale where one indicated “Not at all” and five indicated “Very much so.” Overall, we found that eight percent of respondents chose a one or two, meaning they were “not at all” familiar with the Ethics Act, while 36.4 percent reported being “very much so.” In fact, the majority of employees reported being familiar with the Ethics Act; nearly three-fourths of respondents (73.3 percent) reported familiarity of four or higher.

The second set of questions asked respondents to rate on a five point scale, ranging from one for “Not at all” to five for “Very much so,” the question, “To what extent do you believe each of the following items describes an objective of the Ethics Act?” The seven items included were the following:

- Prevent violations of the ethics policies
- Educate employees regarding the ethics standards expected of them
- Ensure and strengthen the public’s trust in Government
- Detect unethical behavior
- Discipline/prosecute violators
- Ensure fair and impartial treatment of the public and outside organizations in dealings with your agency
- Answer employee questions about ethics

The item that respondents felt best described the objective of the Ethics Act, with 90.7 percent of respondents choosing either a four or five, was “Educate employees regarding the ethics standards expected of them.” Very close behind at 90 percent was the item, “Prevent violations of the ethics policies.” The percentages for the remaining five are shown in Figure 2 below.

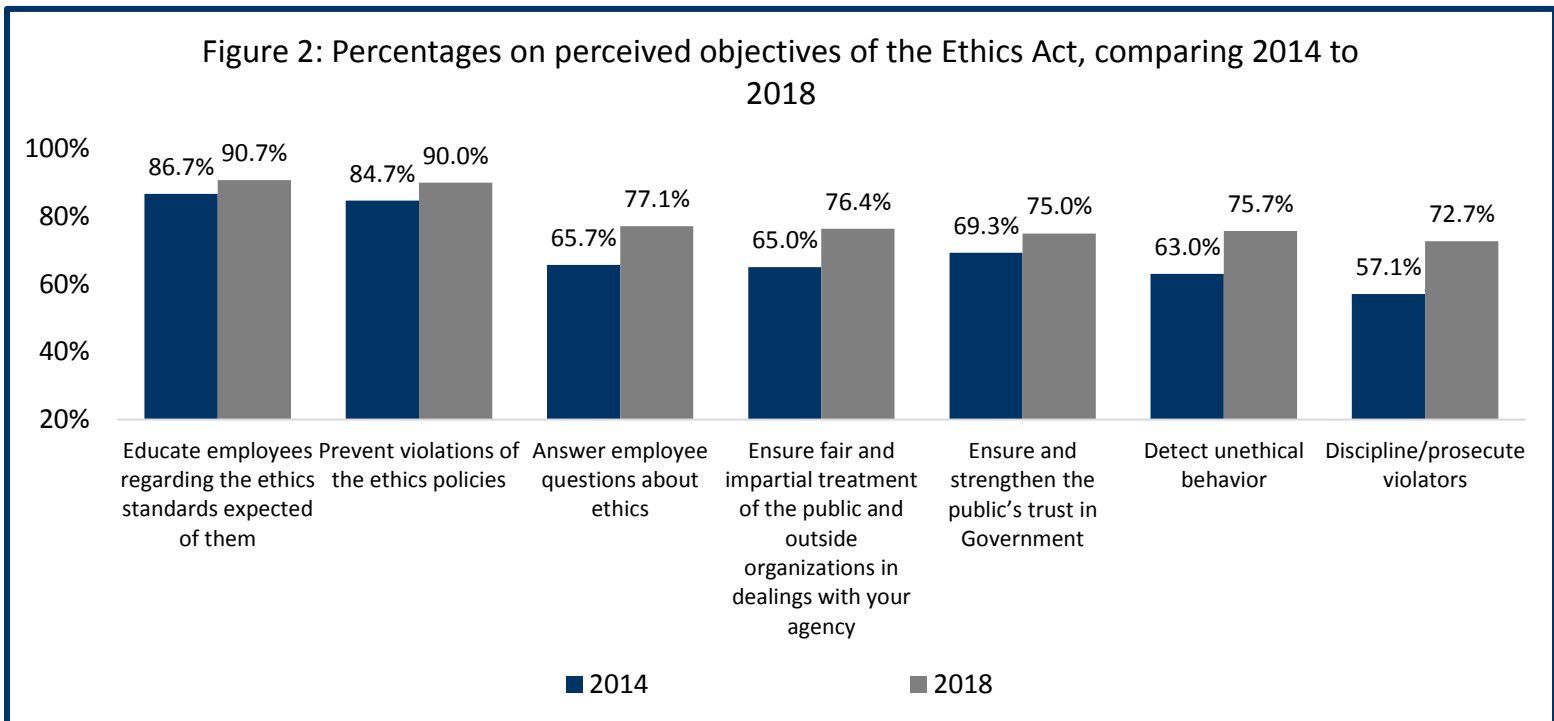


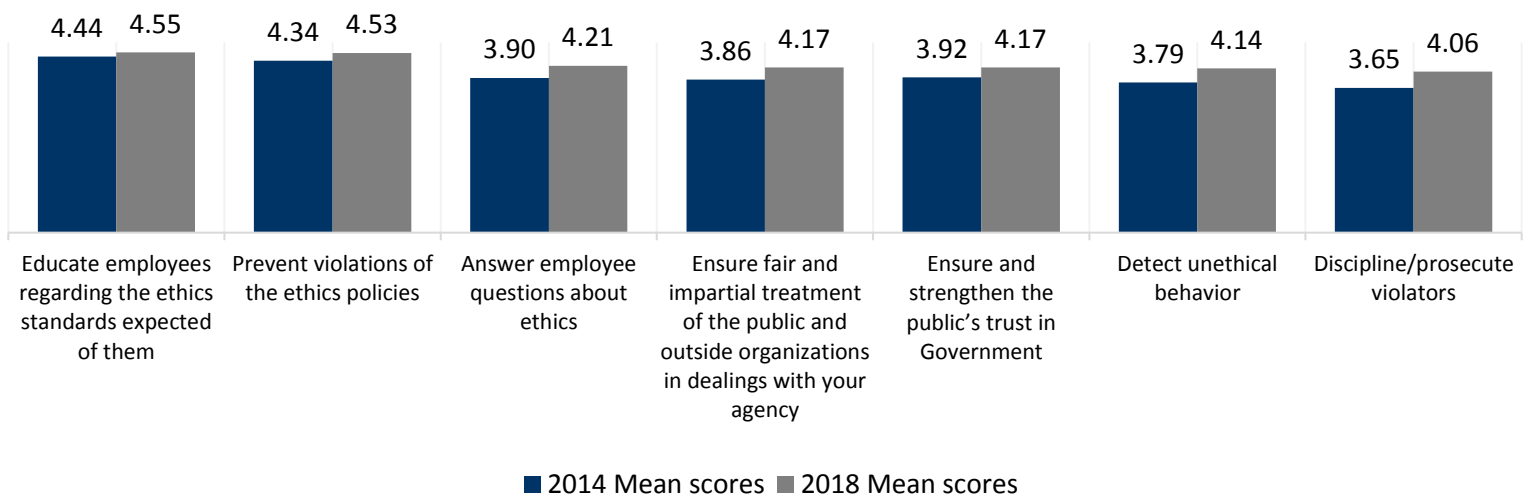
Figure 2 also contains percentages from 2014. The percentage of respondents who reported that they believed the listed statements described an objective of the Ethics Act had increased by at least four percent in every category since the 2014 survey. The biggest increases were for the statements, “To answer employee questions about ethics” and “To ensure fair and impartial treatment of the public and outside organizations in dealings with your agency,” both of which increased by 11.4 percent. The percentage of respondents who reported that they believe “To detect unethical behavior” was an objective of the Ethics Act has increased by 12.7 percent, while the percent who believe “To discipline/prosecute violators” was an objective of the Act increased by 15.6 percent.

The item that had the largest mean score was “To educate employees regarding the ethics standards expected of them” ($m=4.55, sd=.74$). This was consistent with the 2014 report. In fact, the rankings of the items based on the mean scores of the respondents were similar to the 2014 report in that the rankings of the top two and the bottom two items were unchanged. However, “Ensure and strengthen the public’s trust in Government,” which ranked third in 2014, fell to fifth place in 2018, while “Ensure fair and impartial dealings for public and outside organizations” which ranked fifth in 2014, rose to fourth place in 2018. “Answer employee questions about ethics” moved up one spot in the ranking to third in 2018. Figure three, seen below, compares the difference in means of the 2014 survey results with the 2018 survey results across the seven items.

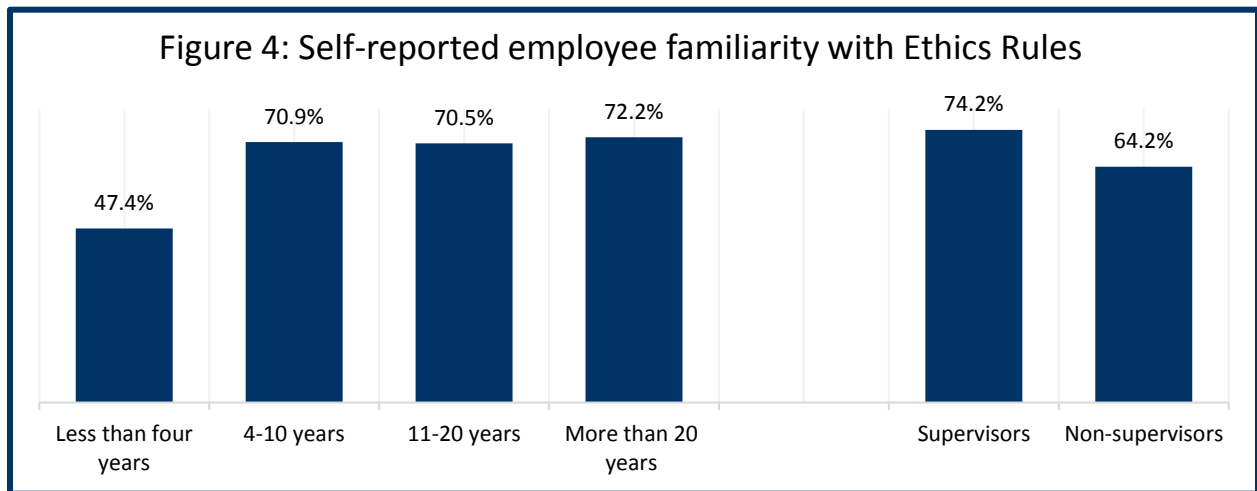
The 2018 survey found the following rank order of familiarity on the seven items:

1. Educate employees regarding the ethics standards expected of them ($m=4.55, sd=.737$)
2. Prevent violations of the ethics policies ($m=4.5, sd=.77$)
3. Answer employee questions about ethics ($m=4.2, sd=.978$)
4. Ensure fair and impartial treatment of the public and outside organizations in dealings with your agency ($m=4.17, sd=1.034$)
5. Ensure and strengthen the public’s trust in Government ($m=4.17, sd=1.13$)
6. Detect unethical behavior ($m=4.14, sd=1.12$)
7. Discipline/prosecute violators ($m=4.06, sd=1.11$)

Figure 3: Mean scores on perceived objectives of Ethics Act, comparing 2014 to 2018 results



The survey also asked respondents about their overall familiarity with the rules of ethical conduct for executive branch employees and the utility of these rules in guiding their decisions and conduct in connection with their work. Nearly 67 percent (66.8 percent) of employees reported either a four or five on the familiarity scale for the rules of ethical conduct for executive branch employees. Overall, individuals in a supervisory position reported higher levels of familiarity than their non-supervisory positions. The differences between the two groups were significant with 74.2 percent of supervisors reporting a “4” or a “5” on familiarity compared to 64.2 percent for non-supervisors. However, when comparing the length of employment to familiarity with the rules of ethical conduct for executive branch employees, the only significant difference was for those who had worked for the state less than four years. These individuals reported the lowest level of familiarity. Percentages for the other categories are shown below in Figure four.



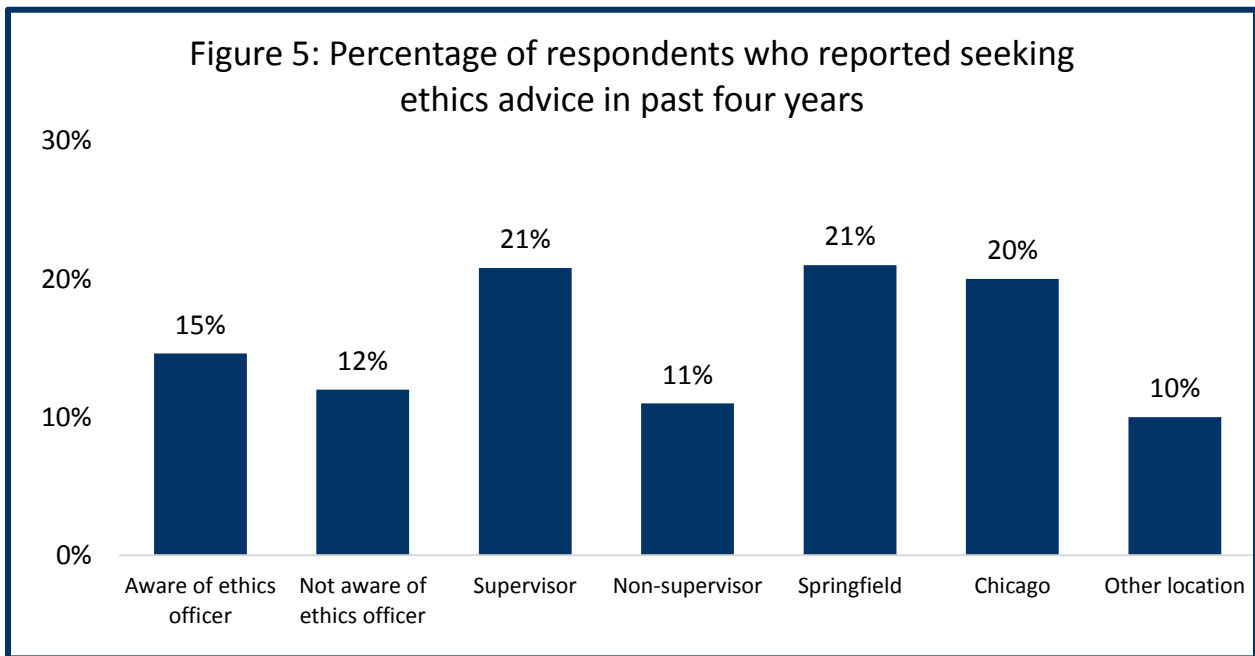
Respondents were also asked about the efficacy of the rules of ethical conduct in guiding their decisions and conduct. Overall, 73.9 percent of employees reported that the rules were useful or very useful. Less than 11 percent of employees reported that the rules were either one, indicating “not at all” useful, or a two (3.8 and 6.8 percent, respectively). Supervisors rated the utility of the rules slightly more positively, with 77.4 percent reporting that the rules were useful or very useful, compared to 72.9 percent for non-supervisors. Conversely, comparing the efficacy rating by length of employment was not particularly telling. As expected, a lower percentage (70) of the respondents employed for less than four years reported the rules useful or very useful. The respondents employed 11 to 20 years and those employed more than 20 years were only slightly higher, at 72.1 and 74 percent respectively. The respondents who had been employed four to 10 years reported the highest percentage at 81.7 percent.

Program Effectiveness

The second objective of the survey evaluated the effectiveness of the Ethics Act. Measures in this section included the rate at which respondents reported seeking ethics advice, the rate at which those with ethics questions sought their ethics officers, the reasons why those individuals did not seek advice from their ethics officers, how effectively individuals rated their ethics officers and others who they sought advice from, how often individuals received training and how effective they found the training to be.

Ethics Officers

Almost eighty-five (84.9) percent of survey respondents reported that they were aware there were officials within their offices whose job responsibilities included providing advice to employees on ethical issues. The survey then differentiated between individuals who did or did not seek ethics advice. For those who sought ethics advice, we then asked if they were aware of the role of an ethics officer, whether they were in a supervisory or non-supervisory position, and at which location they were employed. That information is contained in Figure five.



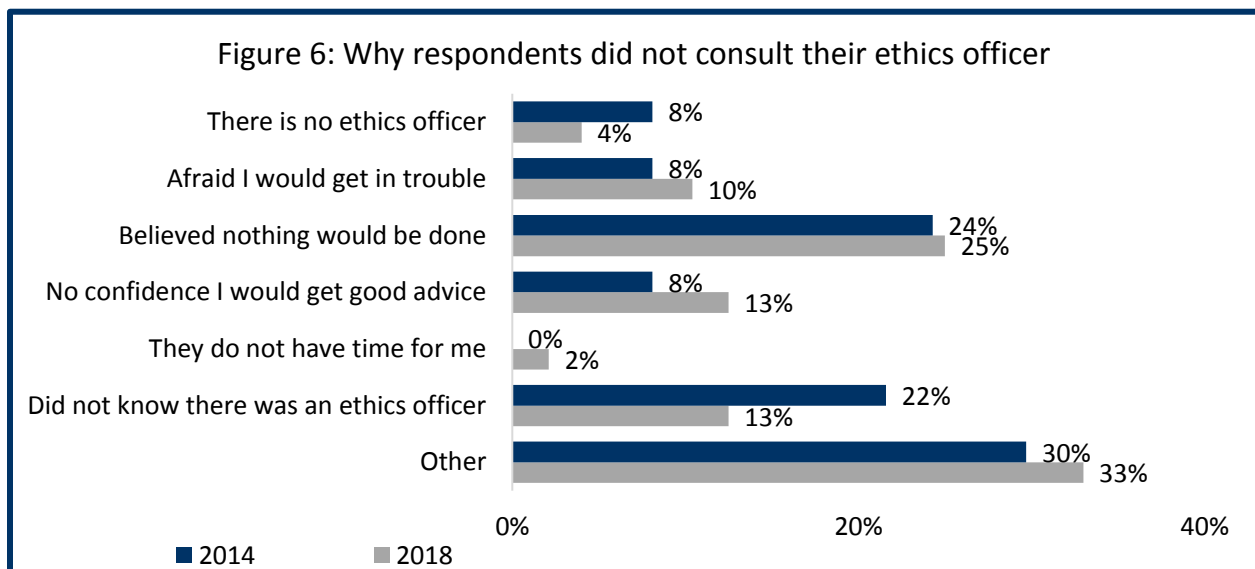
We also differentiated between those who sought advice from an ethics officer and those who sought advice from some other source. Overall, 63 individuals (14.1 percent) reported they had sought ethics-related advice in the past four years. Of these individuals, 41 (65.1 percent) reported consulting their ethics officer while 22 (34.9 percent) reported not consulting their ethics officer.

Ethics officers are required to “provide guidance to officers and employees in the interpretation and implementation” of the State Officials and Employees Ethics Act (5 ILCS 430/20-23). Thus, it was crucial that individuals who sought ethics advice from ethics officers evaluated the experience as positive. Overall, this was the case. On a five point scale with five representing “very helpful” and one

representing “not helpful at all,” 23 (59.0 percent) individuals rated their ethics officer as “very helpful,” while only four (10.3 percent) rated their ethics officer as “not at all helpful.”²

Individuals who consulted someone other than an ethics officer reported a less positive experience. Of the 47 respondents who reported consulting someone other than their ethics officer, only 38.2 percent of these individuals rated the person they consulted as “very helpful,” while 18.2 percent rated the individual as “not helpful.” For individuals who did not consult their ethics officers, the most frequent person sought was a supervisor (immediate or otherwise).

The survey sought to identify why individuals who obtained ethics-related advice did not consult their ethics officers. While most respondents with ethics questions reported consulting their officers, a minority did not. Figure six highlights the most common responses for both 2014 and 2018. Though the percentages had not greatly changed, there were some differences. The percentage of those who reported that they did not consult their ethics officer because they were not confident they’d get good advice increased five percent for 2018. However, the percentage of those who did not know there was an ethics officer decreased by four percent for 2018, as did the rate for, “There is no ethics officer.”



We also measured the percentage of respondents who sought ethics-related advice specifically in connection with their work. When asked, “In the past four years, have you sought ethics-related advice in connection with your work?” 14 percent of respondents stated that they had sought ethics-related advice. For the 86 percent of respondents who stated that they had not sought ethics-related advice in the past four years, we asked why they had not. The majority of individuals reported either never having a question (73.3 percent), they didn’t know whom to ask (2.4 percent), or they had confidence in their own ability to address the issue (10.1 percent). However, some individuals indicated they believed nothing would be done (8.7 percent) had they reported it.

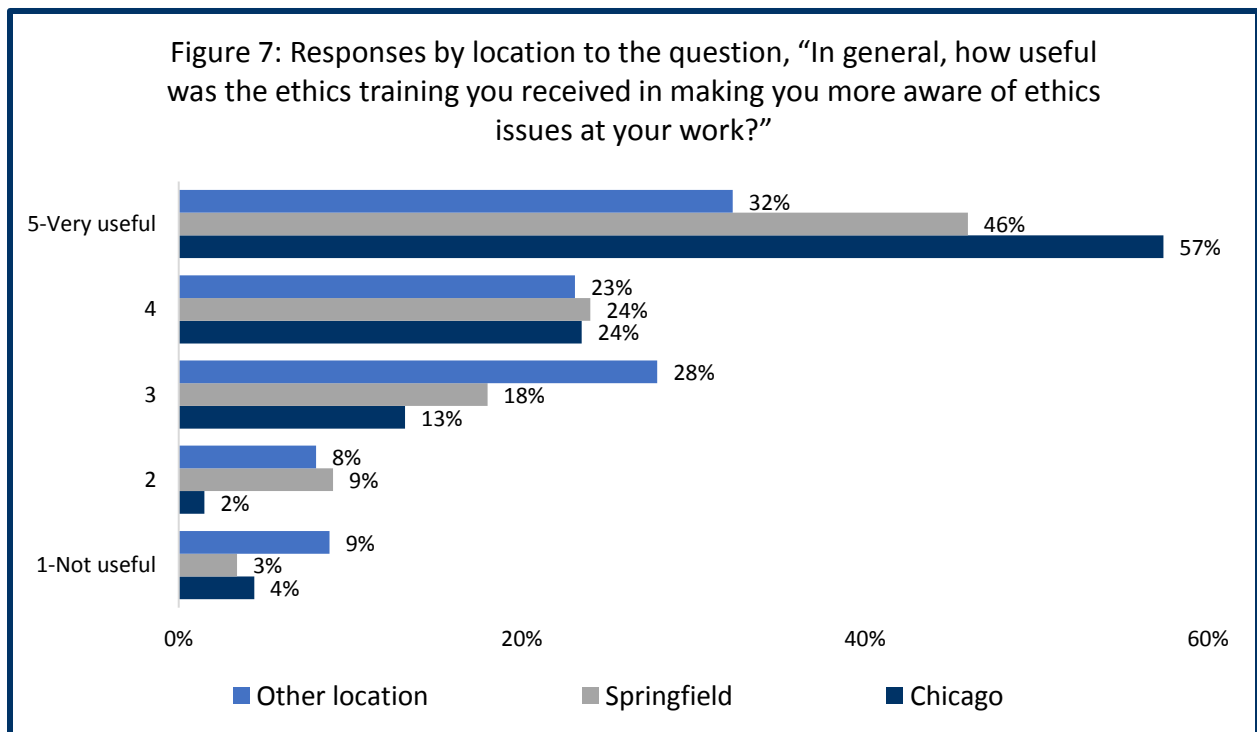
² Please note that on the survey, the scale was mistakenly reversed, with one representing very helpful instead of not helpful at all. A data set was created which reversed this order, thus making one represent not helpful at all and five represent very helpful so this category would interrelate with other questions in the report.

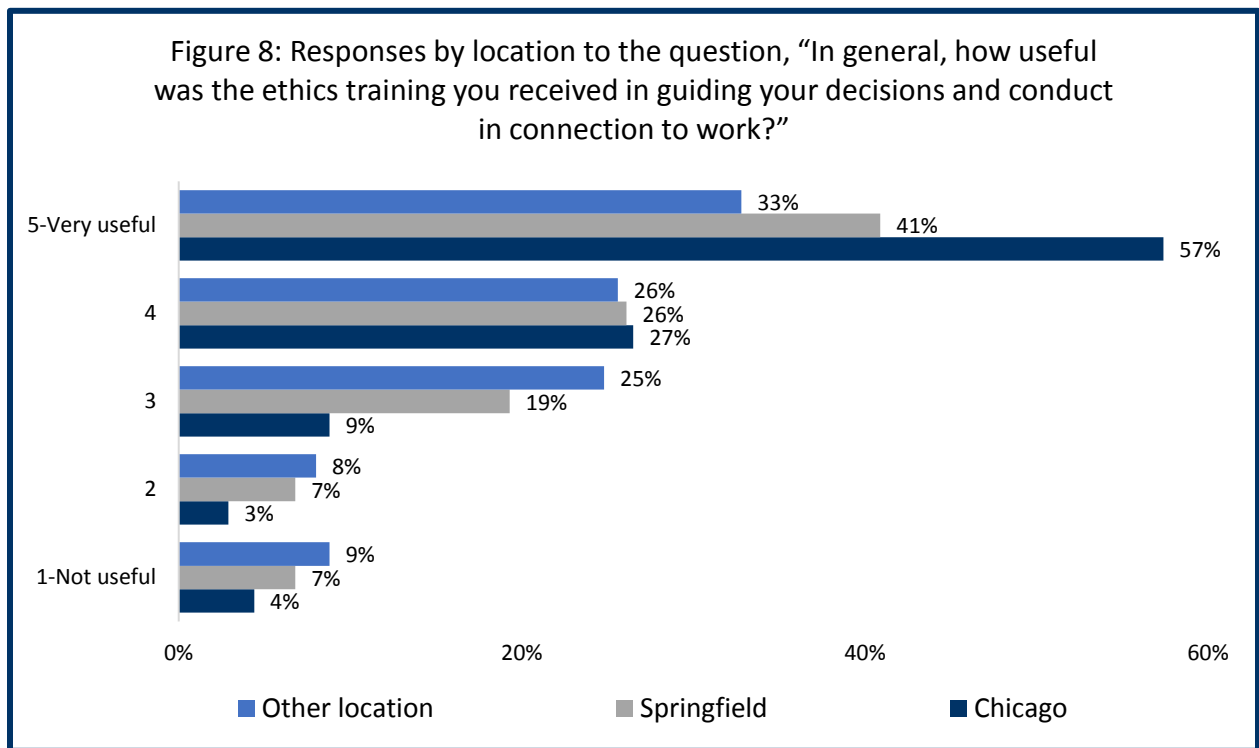
Ethics Training

Consistent with the requirements of the Ethics Act, most respondents indicated they received training on at least an annual basis. Over 92 percent, or 412 of the respondents, reported receiving training “every year” and an additional 9 individuals (2.0 percent) reported receiving training “more than one time each year.” Additionally, 21 individuals reported receiving ethics training “once, as part of my new-employee orientation.” Yet, 20 of these responses, or just under five percent, were from individuals who reported that they had worked for the state “less than four years,” possibly indicating that these individuals had not been employees for more than one year. Supervisors were more likely than non-supervisors to indicate they received training annually, with 99.2 percent of supervisors reporting they received training at least once a year, while the total for non-supervisors was 91.9 percent.

Respondents indicated that ethics training was useful both in making them more aware of ethics issues and in guiding decisions and conduct with their work. On a five point scale where one represents “not useful” and five represents “very useful,” 40.2 percent of respondents indicated their ethics training was “very useful” in making them more aware of ethics issues in the work place versus 6.6 percent who found the training “not useful.” When asked how useful the ethics training they received was in guiding decisions and conduct at work, nearly two-thirds of respondents (65.5 percent) chose useful or very useful versus 7.3 percent who felt the training was “not useful.”

Additionally, we found that individuals from Chicago were more likely to report that the rules were useful than their counterparts in Springfield or elsewhere in the state. As seen in Figures seven and eight, respondents from Chicago were significantly more likely to choose “very useful” in response to the questions “In general, how useful was the ethics training you received in making you more aware of ethics issues at your work?” and “In general, how useful was the ethics training you received in guiding your decisions and conduct in connection to work?”



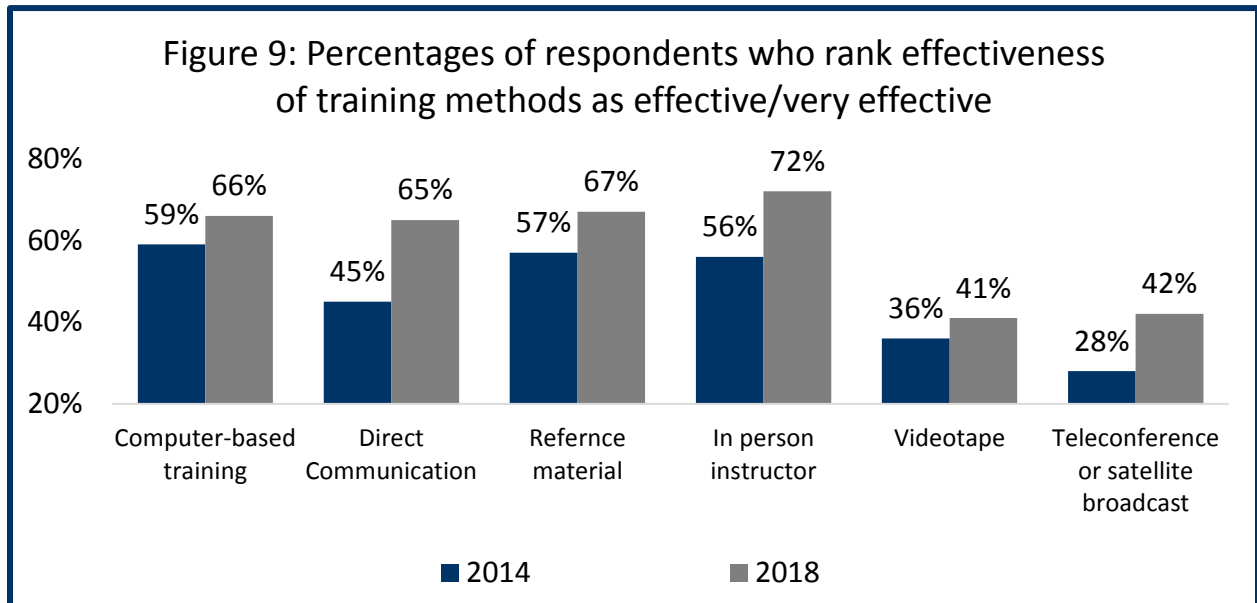


When looking at how the respondents received their ethics training, they reported that they took ethics training via many different methods, with by far the most common being computer-based training. Table one below breaks down the frequency with which individuals reported receiving training via various methods.

Table 1 - The frequency with which individuals reported receiving training via various methods.

Method	Individuals 2018	Individuals 2014
Computer-based training (e.g., Internet, Intranet)	397	423
Direct communication (e.g., newsletter, pamphlets, memos, e-mails)	158	88
Reference materials (e.g., legal documents, laws, regulations)	106	135
In person instructor – led lecture or discussion	74	101
Videotape	54	56
Teleconference or satellite broadcast	26	29
Other	9	17

The evaluations of the differing methods also varied. Respondents were asked to rate on a five point scale how effective they found their training via the various methods. One represented “not effective” and five represented “very effective.” As seen in Figure nine, those who received training via in-person methods, reference materials, computer-based training, or direct communication viewed the training as more effective than those who received the training via videotape or teleconferences. Over 26 percent of those who received their ethics training through videotape or teleconferences rated them both as either one (not effective) or two on a five-point scale. However, the ratings for 2018 were more positive than those for 2014. In particular, respondents’ views on the effectiveness of in-person training increased sixteen percent from the previous survey.



Culture Factors

Illinois Executive Office employees make decisions within an ethical culture. This ethical culture, whether positive or negative, influences their decision-making process. Research has demonstrated that some of the elements that comprise a positive ethical culture are whether employees perceive that:

- Ethics are discussed in the workplace
- Ethical concerns will receive appropriate follow-up
- Leadership cares about ethics
- Efforts are made to detect violations of ethics standards
- Ethics rules and agency practice are consistent
- Ethics standards are enforced consistently at all levels
- Employees do not face retaliation for reporting misconduct
- Employees are not expected to follow direction without question

These items were measured using one or more statements in the survey instrument and asked for the level of agreement with the statements using a five-point Likert scale where one indicated “strongly disagree,” two indicated “somewhat disagree,” three indicated “neutral,” four indicated “somewhat

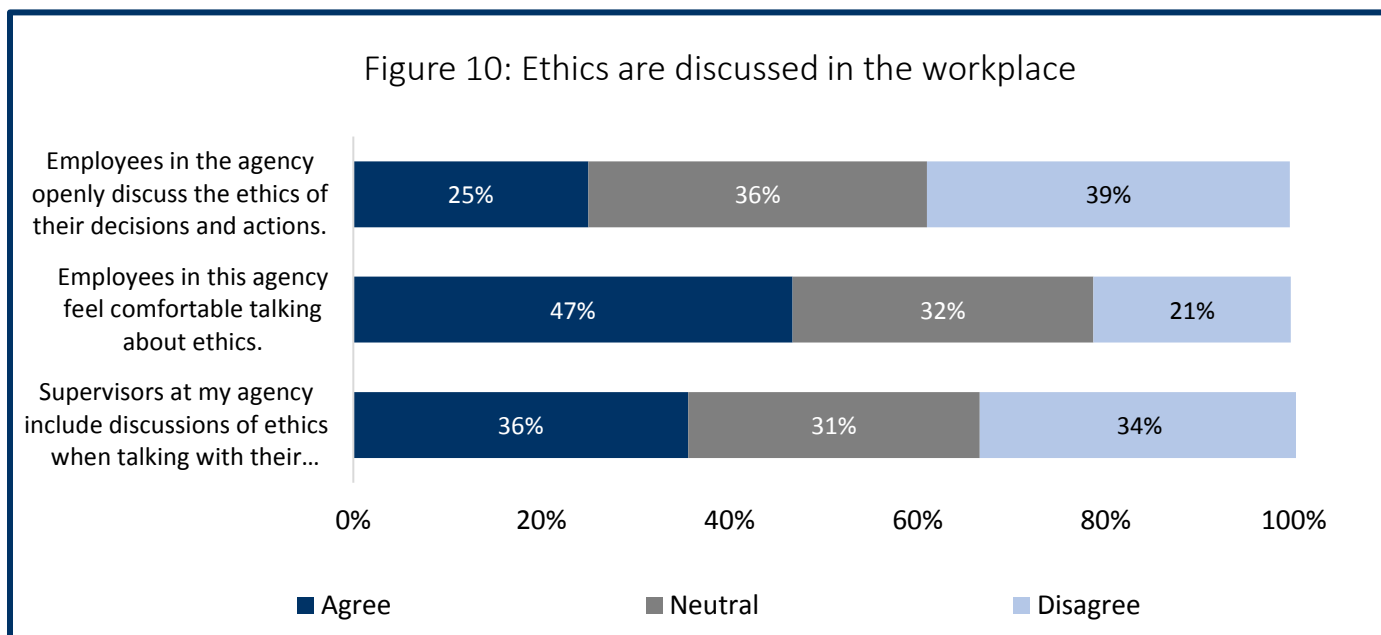
agree,” and five indicated “strongly agree.” For the purpose of the following graphs, four and five were combined into an “agree” category, and one and two were combined into a “disagree” category.

Ethics are discussed in the workplace

Three items measured whether employees agreed that ethics were discussed in the workplace:

- Supervisors at my agency include discussions of ethics when talking to their employees
- Employees in this agency feel comfortable talking about ethics
- Employees in the agency openly discuss the ethics of their decisions and actions.

Having an open dialogue about ethics leads to a more ethical culture. In addition, employees tend to follow the lead of their supervisors when it comes to many aspects of the workplace culture, including open dialogues about ethics. When supervisors do not discuss ethics, employees may believe that discussing ethics was not an appropriate workplace activity. More importantly, employees who were uncomfortable talking about ethics were less likely to raise important ethical issues or use the available resources, such as ethics officers, when ethical problems arise.

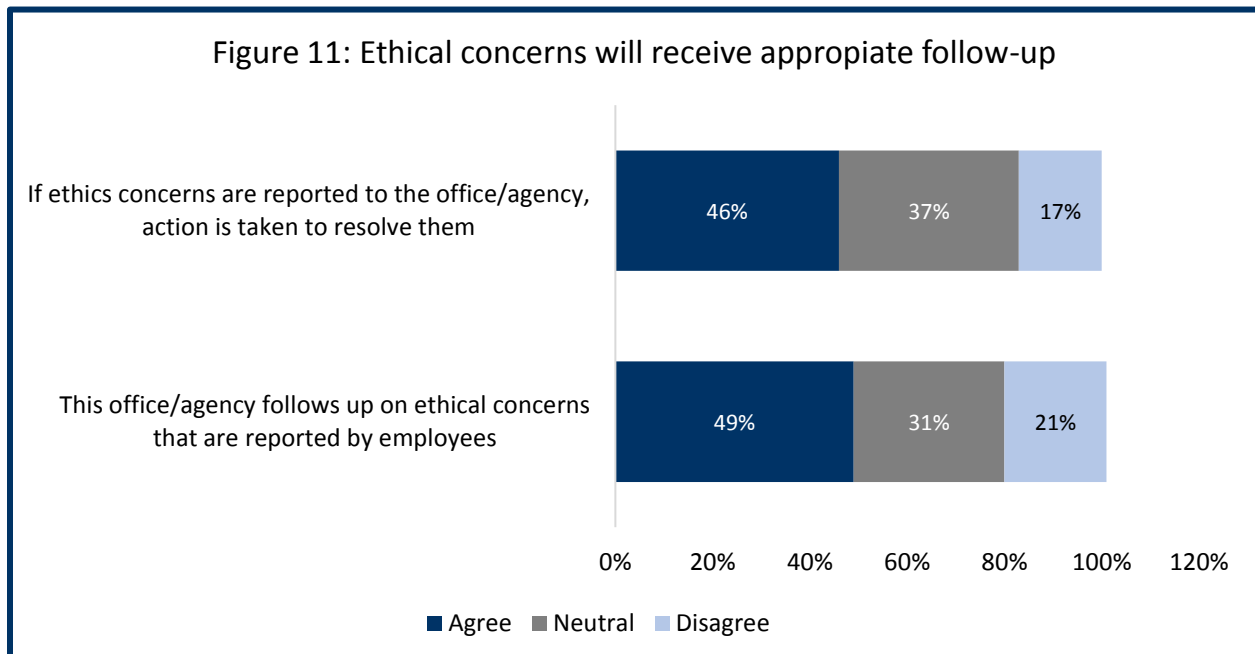


As seen above in Figure 10, neither agreement nor disagreement received a majority of responses on any item. It should be noted, that of the three items, “Employees in this agency feel comfortable talking about ethics” received a plurality of affirmative responses with 46.7 percent agreement. This is up from 43.7 percent from 2014. Overall, we found that the attitudes towards discussing ethics in the workplace were fairly mixed, though less so than in the previous survey. In 2014, 21.3 percent of respondents agreed with the statement “Employees in the agency openly discuss the ethics of their decisions and actions,” while 27.6 percent agreed with the statement, “Supervisors at my agency include discussions of ethics when talking to their employees.”

Ethical concerns will receive appropriate follow-up

Two items measured whether employees believed ethical concerns would receive appropriate follow-up:

- This office/agency follows up on ethical concerns that are reported by employees
- If ethics concerns are reported to the office/agency, action is taken to resolve them



As seen in Figure 11, 49 percent of respondents reported that they agreed with the statement, “This office/agency follows up on ethical concerns that are reported by employees.” This compared to 21 percent who disagreed and 31 percent who were neutral, and increased five percentage points since 2014. Similarly, 46 percent of respondents reported that they agreed with the statement, “If ethics concerns are reported to the agency, agency is taken to resolve them,” compared to 17 percent who disagreed and 37 percent who were neutral. The percentage of respondents that agreed with this statement has remained unchanged since 2014.

P.A. 96-555, which allows for the Executive Inspector General to release to the public reports of wrongdoing, became effective in 2009. Yet, the perception that individuals who break ethics laws were punished had not significantly increased. While the statistics for “If ethics concerns are reported to the agency, action is taken to resolve them” were nearly identical to the 2014 report, those who agreed with the statement “This office/agency follows up on ethical concerns that are reported by employees,” increased five percent from the 2014 survey.

Leadership cares about ethics

According to the Illinois Executive Ethics Commission, past research indicated that employees tend to model their behavior in the workplace after the example given to them by leadership. In the case of ethical behavior, if employees did not perceive that leadership cared about ethics, the employees would subsequently not care about ethics. In order to measure whether employees believed their leadership cared about ethics, we relied on four statements:

- Leadership of this office/agency regularly show that it cares about ethics
- Supervisors at my work location usually do not pay attention to ethics
- Our agency cares more about getting the job done than about ethics
- You can ignore ethics and still get ahead in this agency

As one can see, three of the four items were negatively valenced, therefore, in this instance, the percentage of disagreement can be seen as a positive. In Figure 12, the majority of individuals disagreed with all three of the negatively valenced items, but there were more mixed results for “Leadership of offices regularly showed that they cared about ethics.” Yet, in Figure 13, the rate of respondents who agreed with this statement in 2014 was only 31.4 percent while the rate of agreement for this statement for 2018 was 44 percent, an increase of 12.6 percent.

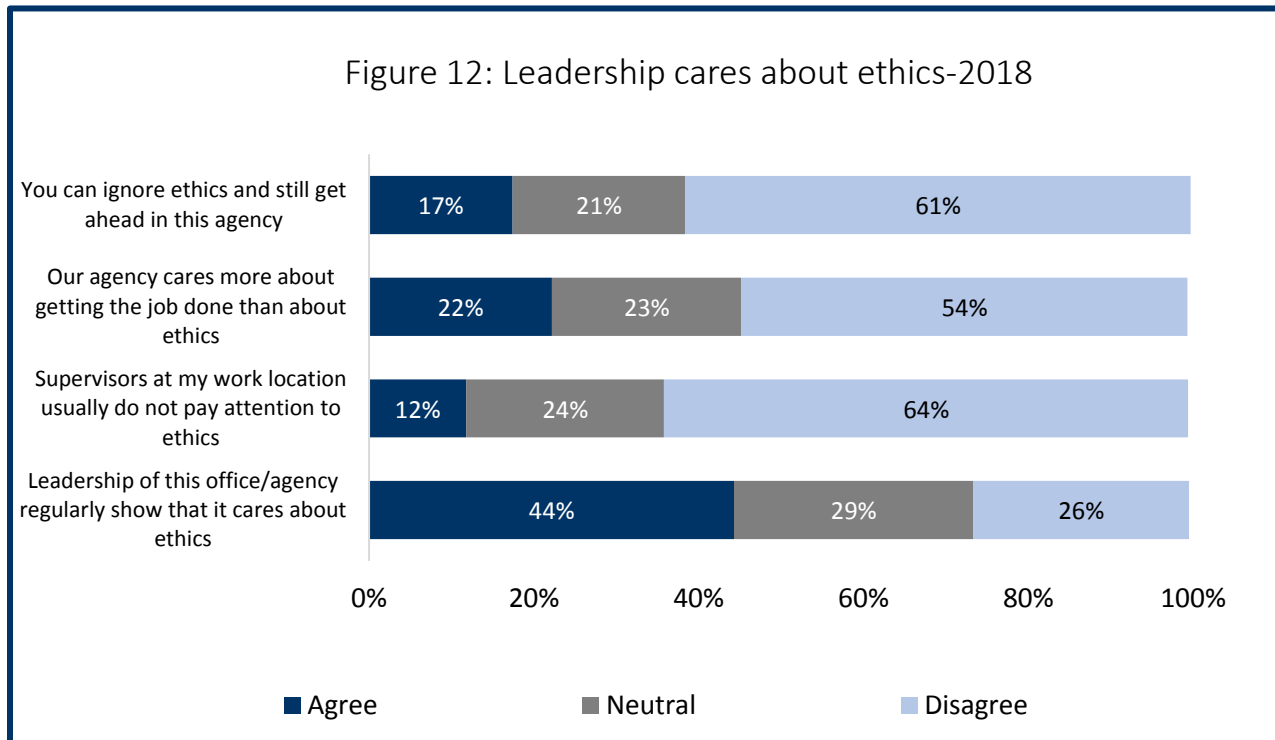
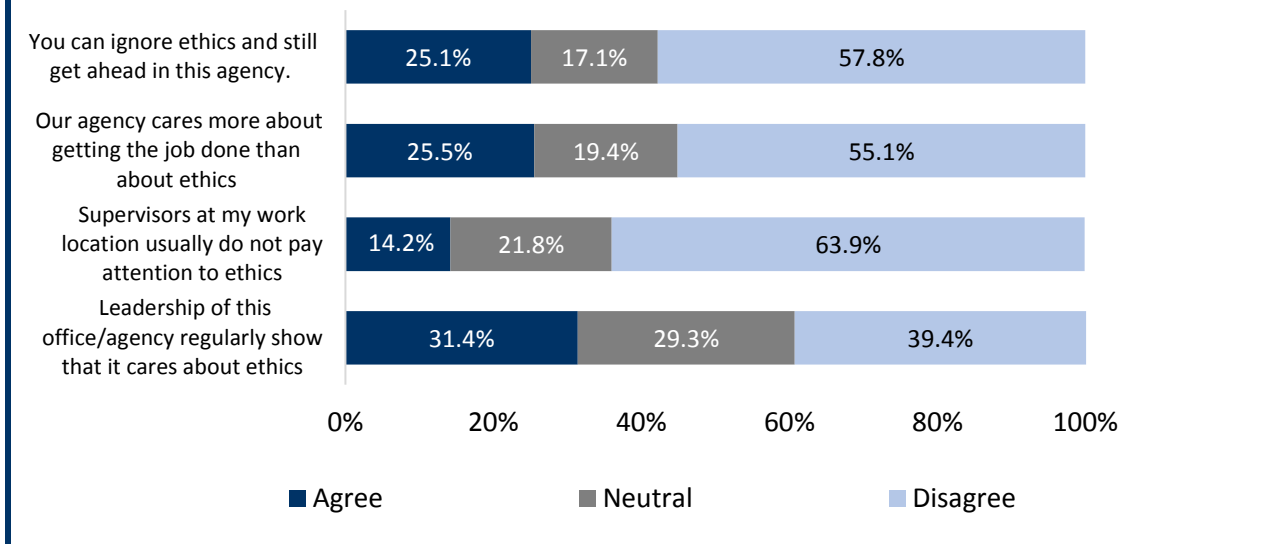


Figure 13: Leadership cares about ethics -2014



Efforts are made to detect violations of ethics standard

This item was measured using a single statement: “This office/agency makes a serious attempt to detect violations of ethics standards.” We found that 44.5 percent of respondents agreed with this statement, compared to 20.8 percent who disagreed and 35 percent who were neutral. This question measured employees’ perceptions of efforts to detect violations of ethics standards. It should be noted that the rate of respondents who agreed with this statement increased by five percent since 2014. Because results of investigations must no longer remain confidential, this increase may be partly attributable to that factor.

Ethics rules and agency practice are consistent

Employees also expected leaders to act in a way that was consistent with ethics rules. Leaders who expressed to employees the importance of obeying ethics rules, but who did not obey or enforce them themselves were perceived as inconsistent and insincere. We relied on two statements to measure whether employees believed ethics rules and agency practice were consistent:

- Ethics rules and agency practices are consistent
- The agency practices what it preaches when it comes to ethics.



As shown above in Figure 14, respondents agreed with both statements at about the same rate. The rate of agreement has increased four to five percent since the prior survey.

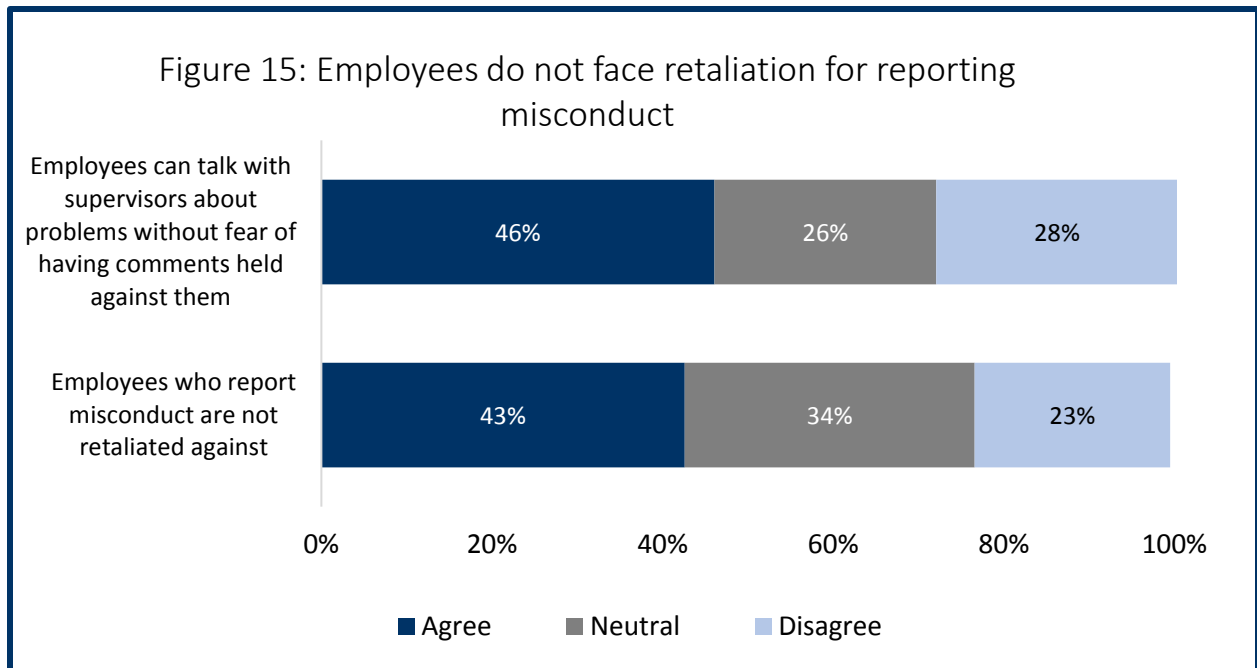
Ethics standards are enforced consistently at all levels

Consistent enforcement of ethics rules among all employees regardless of their status is an important element of any ethics program. As noted in past survey reports, the most troubling responses in the survey were from those who agreed or strongly agreed with the statement “senior officials in this agency/office are less likely to be disciplined for violating ethical standards than other employees.” In the 2014 survey, we found 39.9 percent of respondents disagreed with this statement while 35.2 percent of respondents agreed and 24.9 percent were neutral. In the 2018 version, we found that the rates had only slightly improved. The rate of respondents who disagreed with the statement is 40.9 percent, while 32 percent of respondents agreed and 27 percent were neutral. In addition, we asked their level of agreement with the following: “Employees at all levels in this agency are held accountable for adhering to ethical standards.” Overall, 51.2 percent of respondents agreed with this statement, 23.3 percent disagreed, and 26 percent were neutral.

Employees do not face retaliation for reporting misconduct

Retaliation for reporting misconduct is a serious problem in itself, but it can also lead to unaddressed ethical problems. The survey included two items measuring whether employees agreed that there was a threat of retaliation for reporting misconduct:

- Employees can talk with supervisors about problems without fear of having comments held against them
- Employees who report misconduct are not retaliated against



As seen in Figure 15, a higher percentage of respondents reported agreeing with both of the statements (46.1 percent and 42.6 percent, respectively). And while the rate of agreement for “Employees can talk with supervisors about problems without fear of having comments held against them” rose about 3.8 percent since the 2014 survey, results for “Employees who report misconduct are retaliated against” remained unchanged.

Employees are not expected to follow direction without question

Among some employees, there was a perception that they were not supposed to question their supervisors but rather simply follow direction. This included the following of unethical directions. When they perceived that this was expected or that it could be used as an excuse for unethical behavior, the ethical climate suffered. Employees must be encouraged to raise ethical issues when they received inappropriate instructions rather than following instructions to engage in unethical behaviors. In order to measure this, we relied on a single statement: “Employees in this agency are expected to do as they are told, no matter what.” We found that 40.9 percent of respondents disagreed with this statement, 27 percent were neutral, while 32.5 percent agreed. The latter has decreased 3.6 percent since the prior survey.

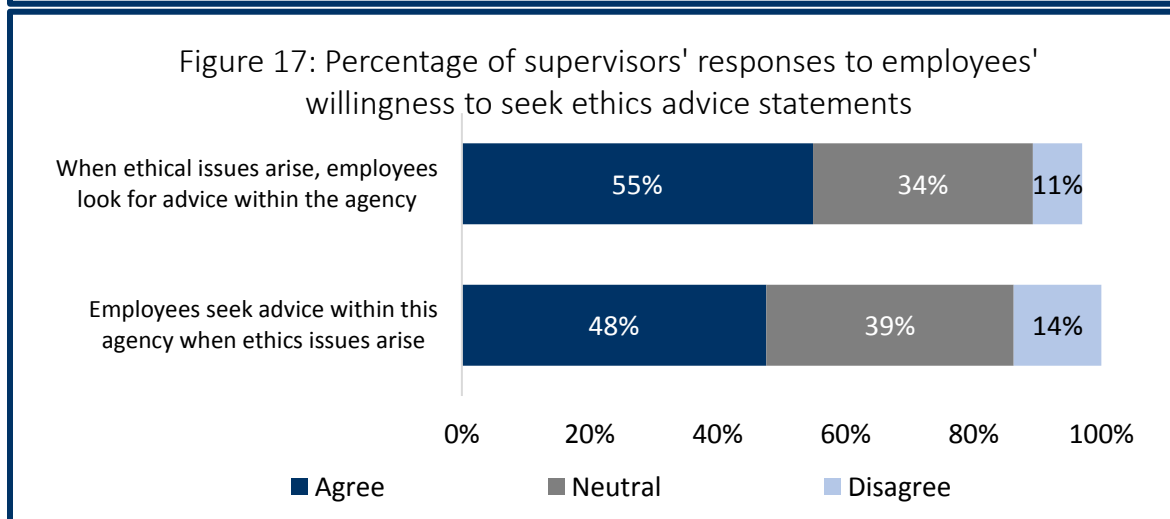
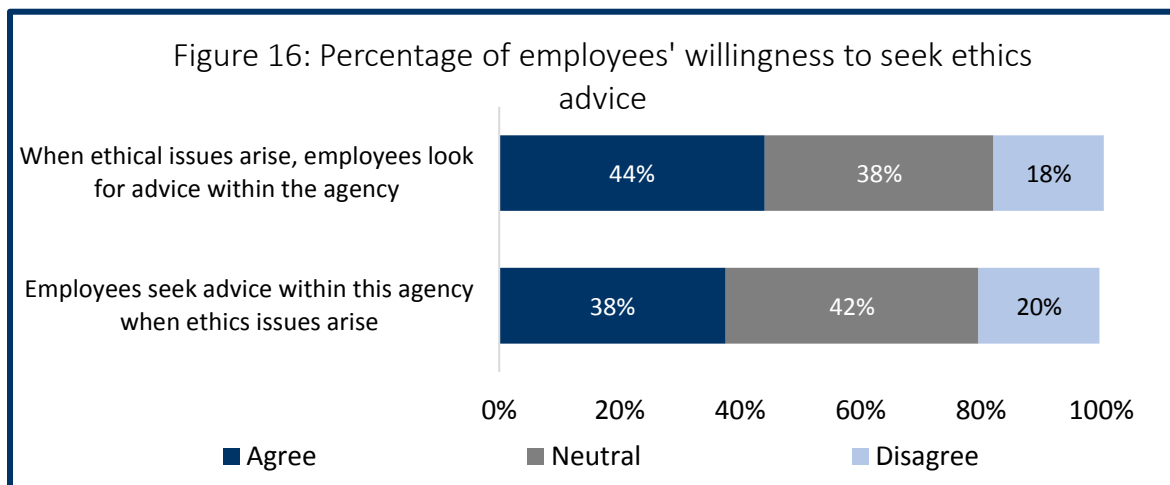
Culture Outcomes

The ethical culture should influence culture outcomes. The three outcome variables identified in this study were:

- Employees seek ethics advice
- Ethics program usefulness
- Specific ethics misconduct

Seeking ethical advice

The willingness of employees to seek ethical advice was measured using two items: “Employees seek advice within this agency when ethics issues arise” and “When ethical issues arise, employees look for advice within the agency.” In past surveys these two items had been highly correlated, and when looking at the data presented in Figure 16, respondents reported similar responses to the two questions. Again, both items were measured using the same five-point Likert scale, with the “one” and “two” responses combined to indicate “disagree,” “three” responses indicating “neutral,” and “four” and “five” responses combined to indicate “agree.” It should be noted that for the statement “Employees seek advice within this agency when ethics issues arise,” the largest portion of the respondents chose the neutral response. Supervisors were slightly more likely than non-supervisory employees to report that employees were willing to seek ethics advice. As seen in Figure 17, the percentage of supervisor’s that agreed with the two statements was eleven percent higher than the overall response seen in Figure 16. Interestingly, employees who had worked at the state for four to ten years were much more willing to respond that they agreed with these two statements, with 40.3 percent agreeing with the statement “Employees seek advice within this agency when ethics issues arise” and 52.3 percent agreeing with the statement “When ethical issues arise, employees look for advice within the agency.”



Perceived usefulness of ethics program

We used a single statement to assess the perceived usefulness of the ethics program, “Employees here make decisions that comply with the ethics policies because of the ethics program that is in place,” and ask individuals to rate their level of agreement with this statement on a five point scale where one indicated “strongly disagree” and five indicated “strongly agree.” Forty-three percent of respondents reported they agreed with the statement, with 37.4 reporting a neutral response and 19.6 percent reporting they disagreed with the statement. The amount of respondents that agreed with the statement remained unchanged since 2014. There were no significant differences on the responses given by employees based on supervisory status or length of employment. However, Chicago respondents reported higher levels of agreement (57.1 percent) than employees in Springfield (43.5 percent) or employees in other work locations (38.7 percent).

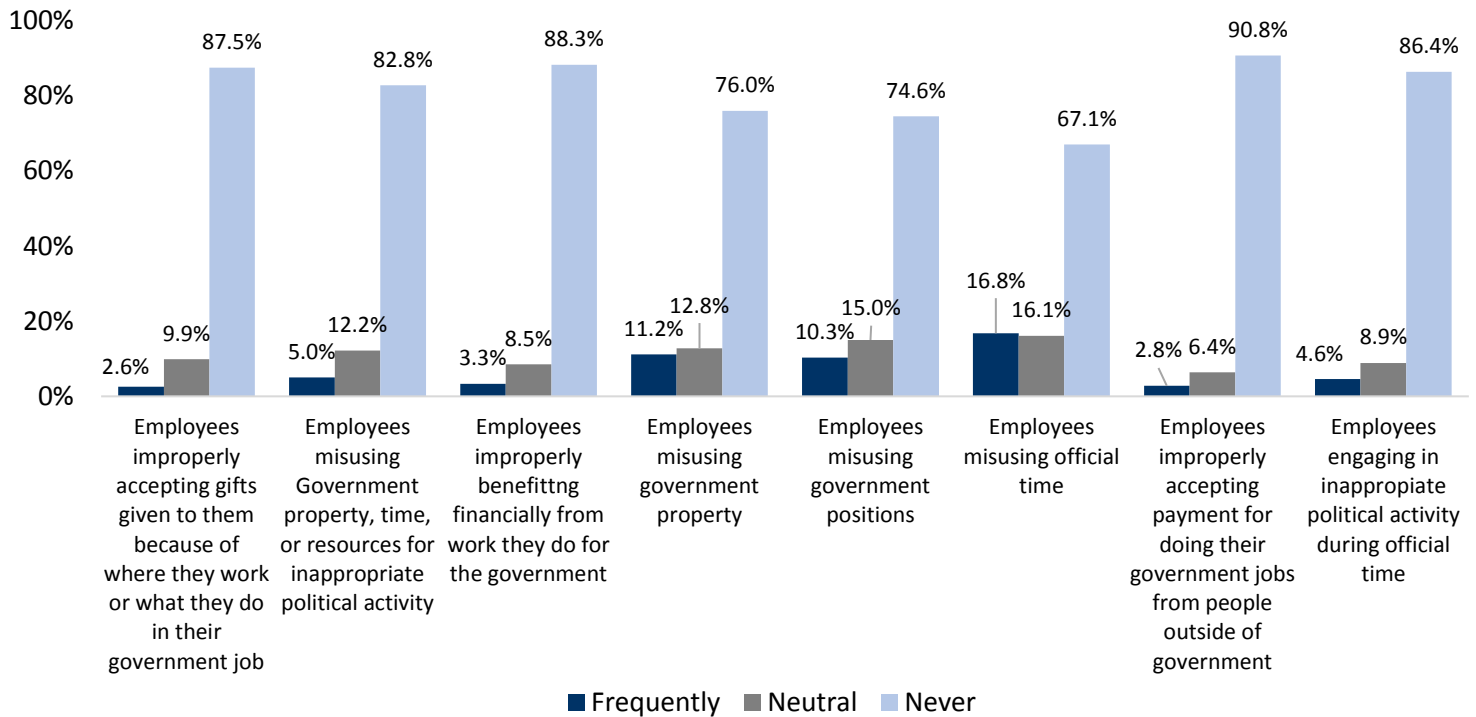
Specific ethics misconduct

Respondents were asked to report how often a variety of unethical behaviors occurred at their agency on a five-point scale where “1” indicated “Never,” and “5” indicated “Very frequently.” As in the previous section, “1” and “2” were combined to indicate “never,” three indicated a neutral response, and four and five were combined to indicate “frequently.” The eight items used to gauge frequency of ethical misconduct were as follows:

- Employees improperly accepting gifts given to them because of where they work or what they do in their government job
- Employees misusing Government property, time, or resources for inappropriate political activity
- Employees improperly benefitting financially from work they do for the government
- Employees misusing government property
- Employees misusing government positions
- Employees misusing official time
- Employees improperly accepting payment for doing their government jobs from people outside of government
- Employees engaging in inappropriate political activity during official time

As seen in Figure 18 below, “Employees misusing official time” was the unethical behavior that respondents reported occurring the most frequently, while “Employees improperly accepting gifts given to them because of where they work or what they do in their government job” and “Employees improperly accepting payment for doing their Government jobs from people outside of Government” were the unethical behavior that respondents reported occurring the least often. These were unchanged from the 2014 report.

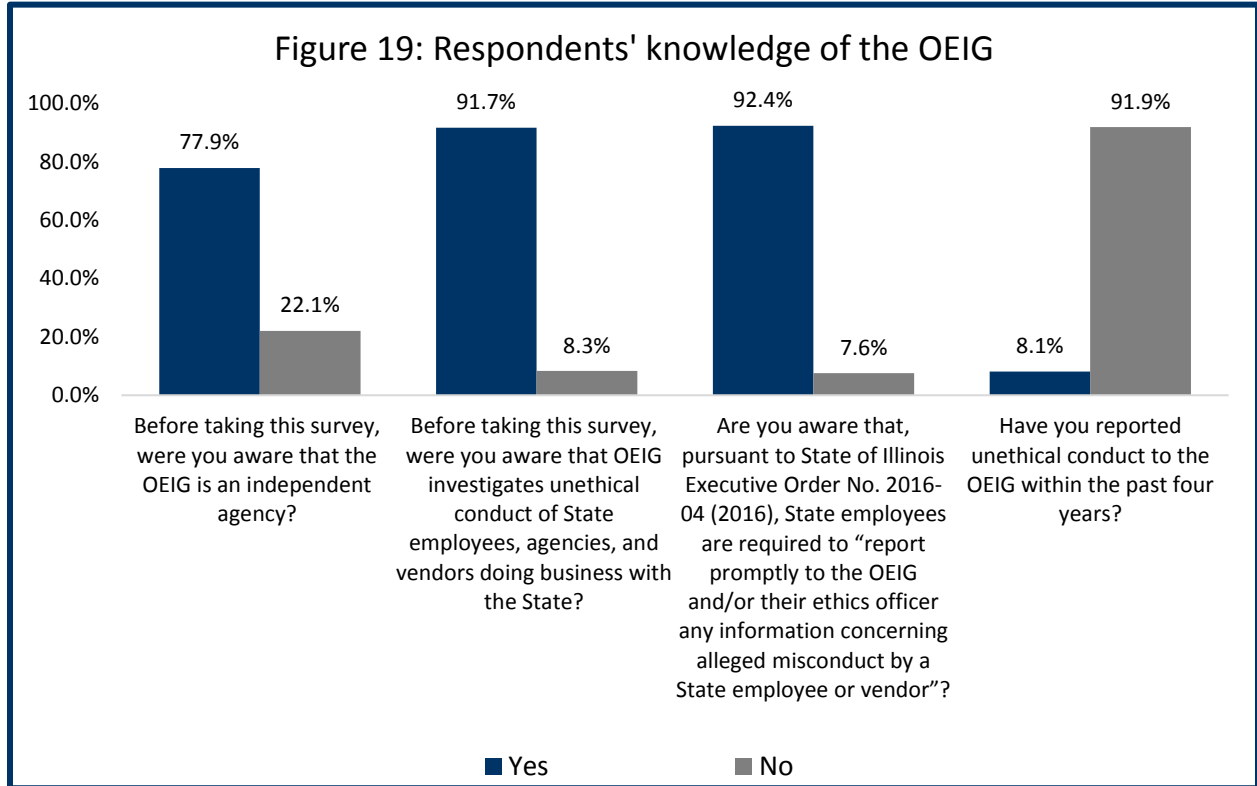
Figure 18: Specific ethics misconduct



The Office of Executive Inspector General (OEIG)

New for the 2018 survey were five questions added to evaluate respondents’ knowledge of the Office of the Executive Inspector General (OEIG). The primary mission of the OEIG is to promote accountability in government. The OEIG is an independent, non-partisan agency investigating fraud, waste, abuse, and mismanagement in Illinois. The OEIG has four main functions: (1) conducting investigations, (2) overseeing ethics training, (3) making revolving door determinations, and (4) engaging in hiring and employment monitoring. This was a new addition for the 2018 survey and consisted of the following five questions:

1. Before taking this survey, were you aware that the OEIG is an independent agency?
2. Before taking this survey, were you aware that OEIG investigates unethical conduct of State employees, agencies, and vendors doing business with the State?
3. Are you aware that, pursuant to State of Illinois Executive Order No. 2016-04 (2016), State employees are required to “report promptly to the OEIG and/or their ethics officer any information concerning alleged misconduct by a State employee or vendor”?
4. Have you reported unethical conduct to the OEIG within the past four years?
5. If you have not reported unethical conduct to the OEIG in the last four years, why not?
 - Never aware of unethical conduct
 - Believed nothing would be done
 - I did not know I had a duty to report unethical conduct
 - I thought I should report it to my ethics officer instead
 - I was afraid I would get in trouble
 - Other, please specify: _____

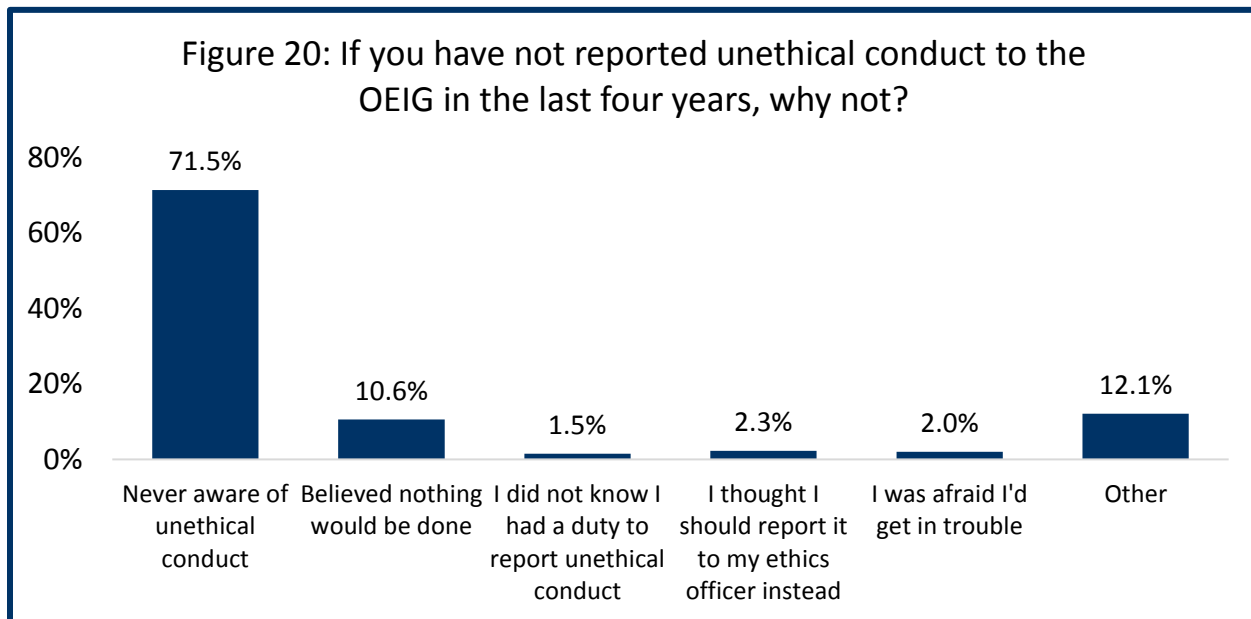


Looking at Figure 19 above, 91.7 percent of the respondents reported they were aware of the OEIG’s role in regard to unethical conduct. For those who had worked for the state less than four years, the rate slipped to 68.1 percent while for respondents who had been employed more than 20 years the rate increased to 97.4 percent. Additionally, supervisors were more likely to respond “yes” to this question than their non-supervisor counterparts. The same trend was true for the question, “Are you aware that, pursuant to State of Illinois Executive Order No. 2016-04 (2016), State employees are required to ‘report promptly to the OEIG and/or their ethics officer any information concerning alleged misconduct by a State employee or vendor?’” Supervisors were more likely to respond “yes” as were more senior employees. In fact, of the respondents who had been employed for the State for more than 20 years, 99.3 percent reported they knew they were required to report misconduct to the OEIG.

However, for the question “Before taking this survey, were you aware that the OEIG is an independent agency?” 77.9 percent reported they were not aware that the OEIG was an independent agency. When looking at this question while compared with years of service, just over fifty percent of those employed less than four years responded “yes” compared to 86.8 percent for those employed more than 20 years. Those in a supervisory position were slightly more likely to answer “yes” than their non-supervisory counterparts.

Only eight percent of the overall respondents reported ever reporting unethical conduct to the OEIG in the past four years. Years of employment had little effect on this question, though those in a supervisory role (11.2 percent) were slightly more likely to respond that they had reported unethical conduct than their non-supervisory colleagues (6.9 percent).

The final question sought to discover why employees did not report unethical conduct to the OEIG in the past four years. As seen in Figure 20, over 71 percent of respondents stated that they had never been aware of unethical conduct while 10.6 percent stated that they believed nothing would be done even if the conduct was reported. Years of service, location of employment, and holding a supervisory position did not play a role in predicting any change in outcome.



Qualitative Results

Qualitative data provides us with a level of nuance and expression which is not available in quantitative measures. This data allows us to discover in greater detail the opinions and perceptions employees hold. The survey contained two open-ended questions which sought to measure barriers and possible aids to compliance. Our two questions were:

1. In your opinion, what, if anything, makes it difficult for employees to comply with ethics policies?
2. In your opinion, what if anything, would further assist employees to act ethically in connection with their work?

For our first question, slightly less than one-third (31.5 percent) of respondents provided some form of feedback. Each response was evaluated and placed into an appropriate category using the coding results selected for the 2008 and 2013 Ethics Surveys as a guide though, it should be noted that for this survey, “Discipline/Accountability” was added as a response category. Often, individuals responded with an answer that encompassed more than one category. For these responses, we selected the category that stood out the most. Where responses contained data that could be placed equally into more than one category, we selected the category that came first in the response. For more information on how the responses were coded, see the methodological section.

Table 2 shows the breakdown for all responses. For individuals who indicated a response, the top response was “No barriers,” indicating there were no issues, followed closely by “Leadership,” “Lack of knowledge,” and “Politics.”

Table 2	
No Barriers	21.2%
Leadership	19.2%
Lack of Knowledge	17.8%
Politics	10.3%
Lack of Morals	8.2%
Discipline/Accountability	8.2%
Retaliation	8.2%
Other	6.8%

Individuals who reported issues with leadership often spoke of problems of trust, disregard of ethical procedures on part of management, and issues with lack of oversight or inconsistent enforcement of rules. The following responses captured some of the frustrations employees had regarding leadership:

- “Lack of managerial oversight”
- “The management has condoned a routine acceptance of unethical business practices within DCFS so the employees look at their unethical behavior.”
- “When an employee knows that their direct supervisor is not going to hold them accountable for unethical activity then they are not going to comply with the ethic policies.”

Additionally, respondents indicated that politics made it difficult to comply with ethics procedures. This often meant either elected politicians or a political culture in the workplace. Some respondents were particularly concerned about the behavior of politically appointed employees who they felt were not subject to the same rules. The following responses were representative of how individuals felt about politics as a barrier to acting ethically:

- “Agency heads and politicians are the unethical ones they don’t seem to abide by the same rules”
- “Illinois Governors have not been ethical”
- “The governor that started this is still doing federal time.”
- “Unethical behaviors from senior state government officials”

In addition to problems with politics and leadership, some individuals indicated they saw a lack of morals as a barrier to compliance. Typical remarks included comments about hiring unethical individuals and problems with greedy employees:

- “Lack of a sense of morality. They believe probably can get away with their act/actions”
- “Having a non-caring attitude towards rules and regulations.”
- “Their personal makeup and upbringings and values.”

Though supervisory status was thought to play a role in whether individuals saw particular barriers, particularly in regard to leadership, supervisors were no more likely than non-supervisors to indicate a problem with leadership or politics. However, supervisors were slightly more likely than their non-supervisor counterparts to indicate there were no barriers to acting ethically - 23.3 percent versus 21.2 percent, respectively. Additionally, supervisors were more likely to indicate lack of knowledge (23.3 percent) as an ethical issue than their non-supervisor counterparts (17.8 percent).

Years of employment played a role in predicting the evaluation of barriers, as longer-employed individuals were somewhat more likely to blame leadership. Employees who had worked for the state for less than 4 years were more likely to indicate that no barriers existed (36.8 percent) than those who had worked for the state for more than 20 years (22.8 percent). Location of employment appeared to play a role in the evaluation of barriers. Respondents from Springfield were much less likely to indicate there were no barriers to acting ethically than compared to Chicago respondents – 12.5 percent versus 29.4 percent respectively. Additionally, Springfield respondents were more likely to indicate lack of knowledge (29.2 percent) as an ethical issue than their Chicago counterparts (14.7 percent).

One third (33.0 percent) of respondents answered the second open-ended question about what would help employees act ethically. Of those, some suggestions were offering more training (33.1 percent), enforced discipline (24.5 percent), and better leadership (15.9 percent). Additionally, some respondents indicated they believed political reform would help aid employees in acting more ethically. Just under nine percent (8.6 percent) of those who responded indicated they believed this was a “non-issue.” Table 3 displays the percentages for the categories tabulated by our coders.

Table 3	
More training	33.1%
Discipline/accountability	24.5%
Leadership	15.9%
Other	9.9%
Non-issue	8.6%
Communication	5.3%
Political Reform	2.6%

Respondents indicated an interest in seeing more training, which they believed would help them act ethically. Responses in this category ranged from individuals who wanted more of the same training to individuals who suggested that new training methods be introduced. Many individuals responded they did not feel that the current annual training was enough, or that it should be conducted more frequently:

- “More training on a quarterly basis; instead of annual”
- “More training other than a the once a year ethics test”
- “Updates, periodic notices in addition to annual training”

Some respondents indicated a desire to see more disciplinary action taken when ethics violations occurred or to see discipline meted out equally. A frequent complaint was that those in leadership positions were not subject to the same discipline as those in non-supervisory roles, as some of the following quotes suggest:

- “Seeing senior staff an politicians being charged and punished for unethical behavior”
- “Make people who make the buying and hiring conform and quit bothering the lower people who make no such calls”
- “Harsh punishment for those who willfully disobey the ethics requirements”

Individuals indicated that changes in leadership would also help them comply with the Ethics Act. Responses ranged from a desire for better examples from management to a desire to have staff comply with the rules. Several people responded, “Without good examples from supervisors, it is difficult for non-supervisory employees to act ethically.” Some examples of issues with leadership included the following:

- “Higher standards of ethics from the highest level”
- “Holding top management accountable”
- “Seeing superiors follow ethical practices”

Some individuals felt that political reform would assist individuals in compliance. Similar to our first question, individuals singled out both a culture of politics and favoritism in the office and issues with political leaders at the state level. Respondents frequently cited issues with political patronage, and some felt these individuals were unqualified for (and undeserving of) their positions. Further, individuals who felt political reform would assist employees in acting ethically were often the most emphatic with their responses, indicating a high level of frustration with the political components of civil service.

- “Phase out political appointments and hiring specific job titles with experienced individuals.”
- “Remove unethical persons from management despite their political influence.”
- “Eliminate political patronage & favoritism within the agencies. Eliminate influence of politicians beyond lawmaking activities.”

Finally, individuals spoke of difficulties in communication. Some respondents felt that employees were unaware of ethics policies or could not effectively communicate their grievances. They offered suggestions about taking issues directly to employees in a timely manner and knowing what the rules were. The following were some examples offered by individuals regarding ways in which communication would aid employees in acting more ethically.

- “Make sure every employee knows who they can contact within their agency whenever questions or concerns arise.”
- “A clear understanding of protections under the act”
- “Monthly or bi-weekly meeting to discuss or reflect on situations in the workplace”

With the exception of discipline, supervisors did not differ from their counterparts on recommending measures to aid in compliance. Supervisors (31.9 percent) were more likely than their non-supervisor counterparts to say that discipline could assist individuals in complying with the Ethics Act (21.8 percent). Location of employment correlated with suggesting certain recommendations over others. Individuals from Chicago were more likely to suggest “more training” than their counterparts elsewhere in the state, while respondents from Springfield were more likely to indicate that improved communication could assist employees in making more informed decisions on ethical matters. Finally, more senior employees were more likely than their junior counterparts to indicate that a lack of discipline and accountability was a problem.

TOPLINE REPORT
(N=451)

*Significant differences between the samples is marked with an asterisk. These questions include the breakdown of both sample group frequencies for comparison.

How familiar are you with the State Officials and Employee Ethics Act?

Not at all	2.3% (10)
2	5.7% (25)
3	18.8% (83)
4	36.9% (163)
Very much so	36.4% (161)
Refused	(9)

To what extent do you believe each of the following items describe an objective of the Ethics Act?

To prevent violations of ethics policies.

Not at all	.7% (3)
2	1.8% (8)
3	7.5% (33)
4	24.0% (105)
Very much so	66.0% (289)
Refused	(13)

To educate employees regarding the ethics standards expected of them.

Not at all	0.5% (2)
2	1.6% (7)
3	7.3% (32)
4	23.6% (104)
Very much so	67.1% (296)
Refused	(10)

To ensure and strengthen the public's trust in Government.

Not at all	4.1% (18)
2	5.5% (24)
3	15.4% (67)
4	19.7% (86)
Very much so	55.3% (241)

Refused	(15)
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To detect unethical behavior.

Not at all	4.1% (18)
2	5.7% (25)
3	14.4% (63)
4	23.3% (102)
Very much so	52.4% (229)
Refused	(14)

To discipline/prosecute violators.

Not at all	3.4% (15)
2	7.1% (31)
3	16.7% (73)
4	25.7% (112)
Very much so	47.0% (205)
Refused	(15)

To ensure fair and impartial treatment of the public and outside organizations in dealings with your agency.

Not at all	2.8% (12)
2	4.4% (19)
3	16.5% (72)
4	25.5% (111)
Very much so	50.9% (222)
Refused	(15)

To answer employee questions about ethics.

Not at all	.9% (4)
2	5.9% (26)
3	16.0% (70)
4	25.4% (111)
Very much so	51.7% (226)
Refused	(14)

How familiar are you with the rules of ethical conduct for executive branch employees?

Not at all	5.2% (23)
2	9.2% (41)
3	18.9% (84)
4	40.7% (181)
Very much so	26.1% (116)
Refused	(6)

How useful are the rules of ethical conduct in guiding your decisions and conduct in connection with your work?

Not at all	3.8% (17)
2	6.8% (30)
3	15.5% (69)
4	30.0% (133)
Very much so	43.9% (195)
Refused	(7)

Are you aware that there are officials in your Office whose job responsibilities include providing advice to employees on ethical issues?

Yes	84.9% (378)
No	15.1% (67)
Refused	(6)

In the last 4 years, have you sought ethics-related advice in connection with your work?

Yes	14.1% (63)
No	85.9% (383)
Refused	(5)

If you have sought ethics-related advice in the last 4 years, did you consult your ethics officer?

Yes	65.1% (41)
No	34.9% (22)

If you consulted your officer, how helpful, if at all, was your ethics officer?

Very helpful	59.0% (23)
Somewhat helpful	12.8% (5)

Not very helpful	17.9% (7)
Not helpful at all	10.3% (4)

This section is only for individuals who did not consult ethics officer in the last 4 years.

If you sought ethic- related advices but did not consult an ethics officer in the 4 years, please indicate whom, other than the ethics officer, who you consulted (e.g. Supervisor, Human Resource Office, General Counsel’s office, etc.) and rate the helpfulness of each?

	Not Helpful (1)	2	3	4	Very Helpful (5)
General Counsel (5)	20.0% (1)	0.0% (0)	40.0% (2)	0.0% (0)	40.0% (2)
Human resource office (8)	25.0% (2)	12.5% (1)	25.0% (2)	12.5% (1)	25.0% (2)
Management (4)	25.0% (1)	25.0% (1)	0.0% (0)	0.0% (0)	50.0% (2)
Supervisor (17)	23.5% (4)	0.0% (0)	23.5% (4)	17.6% (3)	35.3% (6)
Union Representative (3)	0.0% (0)	0.0% (0)	33.3% (1)	00.0% (0)	66.7% (2)
Labor Relations (3)	0.0% (0)	33.3% (1)	33.3% (1)	0.0% (0)	33.3% (1)
Social worker/Co-Worker (1)	0.0% (0)	100.0% (1)	0.0% (0)	0.0% (0)	0.0% (0)
OEIG-Inspector General (1)	0.0% (0)	0.0% (0)	100.0% (1)	0.0% (0)	0.0% (0)
Another Supervisor (1)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (1)
Department administration (1)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (1)
Assistant administrator (1)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (1)
Other/specific person named (2)	100.0% (2)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)

Specific people named are Angela Simmons and Mark Sherwyben

Why did you not consult your ethics officer?

There is no ethics officer	4.2% (2)
Did not know there was an ethics officer	12.5% (6)
They do not have time for me	2.1% (1)
No confidence I would get good advice	12.5% (6)
Believed nothing would be done	25.0% (12)
Afraid I would get in trouble	10.4% (5)
Other, please specify:	33.3% (16)

Other: Be identified as the whistle blower (1), Consulted manager (1), Does not respond to emails (1), Don't know who the E.O. is (1), Ethics and results are a joke in this state- not just this agency (1), Ethics Officer is part of the problem (1), I talked to an attorney (1), I trust my supervisors more than someone I do not know and trust (1), Minor issue was faster to ask my superiors (1), NA (1), Needed immediate advice (1), Our facility is corrupt so you must be careful who you talk to (1), Related to minute issues relating to small questions (1), Situation was resolved about a buying a \$5.00 meal from a restaurant or something similar (1), Supervisor knew answer (1), They are personal friends with the people involved that were displaying unethical behavior lack of confidentiality to the matter also fear revenge (1).

If you have not sought ethics-related advice in the last 4 years, why not?

Never had a question	73.3% (275)
Did not know whom to ask	2.4% (9)
Confident in my own ability to address issue	10.1% (38)
No confidence I would get good advice	1.1% (4)
Believed nothing would be done	7.7% (29)
Afraid I would get in trouble	0.8% (3)
Other, please specify:	4.5% (17)

Other, please specify: Did not need to consult ethics officer (1); Did not need to (1); Didn't feel the need to (1); Ethics officer appears to be devoid of ethics. So ironic! (1); Everyone I work with is older and well aware of ethical behavior! The issues that do arise are job duty related, so far so good! (1) Filed grievance followed chain of command (1) Hourly, temp. worker, 1st year (1) I am not sure whom holds the title of ethics office in our facility: I did not run into situations where I felt the need to report anything (1); I have seen the reality of our system first hand too many times to believe in it any more (1); I reported what I thought was abuse and it was dealt with by the supervisor (1); I've had ethics training (1); No issues (1); Not having problems (1); Not needed at the time (1); Outside assistance (1); Politics: protecting those in violation of policy(ies) (1); Question was answered (1); retribution (1); Situation was resolved (1); Supervisor was knowledgeable and gave a good answer (1); Supervisor – well-versed on ethics (1); Talk with supervisor and together reached conclusion (1); Training is done annually and expectations are clear (1)

For the purpose of the following questions, “ ethics training” includes not only instructor-led training in a classroom setting, but also the opportunity to review written materials, watch video tapes, participate in computer-based training, etc.

During the past 4 years, how often have you received ethics training?

Once, as part of my new-employee orientation	4.7% (21)
Every few years	0.4% (2)
Every year	92.2% (412)
More than one time each year	2.0% (9)
Have not received training the last four years	0.4% (2)
Have never received any training	0.2% (1)
Refused	(4)

Please rate the usefulness of your ethics training with the following items.

How useful, if at all, was your ethics training in making you more aware of ethics issues in connection with your work?

Not at all	6.6% (28)
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2	7.3% (31)
3	22.8% (97)
4	23.1% (98)
Very much so	40.2% (171)
Refused	(26)

How useful, if at all, was your ethics training in guiding your decisions and conduct in connection with your work?

Not at all	7.3% (31)
2	6.9% (29)
3	20.3% (86)
4	25.8% (109)
Very much so	39.7% (168)
Refused	(28)

For each of the following training methods, please indicate whether or not you have received ethics training via that method. If you have not received training through that method, please do not rate the effectiveness of that training.

In-person instructor-led lecture or discussion

Yes	17.4% (74)
No	82.6% (351)
Refused	(26)

In-person instructor-led lecture or discussion

Not effective	6.8% (5)
2	4.1% (3)
3	17.6% (13)
4	36.5% (27)
Very effective	35.1% (26)

Teleconference or satellite broadcast

Yes	6.1% (26)
No	93.9% (398)
Refused	(27)

Teleconference or satellite broadcast

Not effective	11.5% (3)
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2	15.4% (4)
3	30.8% (8)
4	23.1% (6)
Very effective	19.2% (5)

Videotape

Yes	12.7% (54)
No	87.3% (370)
Refused	(27)

Videotape

Not effective	13.0% (7)
2	13.0% (7)
3	33.3% (18)
4	8% (14.8)
Very effective	25.9% (14)

Computer-based training (e.g. Internet, Intranet)

Yes	94.1% (397)
No	5.9% (25)
Refused	(29)

Computer-based training (e.g. Internet, Intranet)

Not effective	5.9% (23)
2	8.3% (32)
3	19.4% (75)
4	29.2% (113)
Very effective	37.2% (144)

Reference materials

Yes	25.7% (106)
No	74.3% (306)
Refused	(39)

Reference materials

Not effective	2.9% (3)
2	5.8% (6)
3	24.3% (25)
4	34.0% (35)
Very effective	33.0% (34)

Direct communication (e.g. newsletter, email)

Yes	38.4% (158)
No	61.6% (253)
Refused	(40)

Direct communication (e.g. newsletter, email)

Not effective	5.3% (8)
2	4.7% (7)
3	25.3% (38)
4	32.7% (49)
Very effective	32.0% (48)

Tri-fold brochures

Yes	11.9% (39)
No	88.1% (289)
Refused	(183)

Other, please specify:

Yes	9% (2.6)
No	331% (97.4)
Refused	(111)

Other, please specify: Online Training (3); Clerk Training (1); Annual Certification (1); 2017 Ethics Presentation for the State of Illinois Employees (1); NA (1)

Other

Not effective	22.2% (2)
3	22.2% (2)
4	22.2% (2)
Very effective	33.3% (3)

The following section asks you to mark the response indicating you level of agreement with each of the statements based on your experience, opinions, or perceptions.

Supervisors at my agency include discussions of ethics when taking with their employees.

Strongly Disagree	14.8% (64)
2	19.2% (83)
3	30.5% (132)
4	20.8% (90)
Strongly Agree	14.8% (64)
Refused	(18)

This agency follows up on ethical concerns that are reported by employees.

Strongly Disagree	8.0% (34)
2	12.7% (54)
3	30.2% (128)
4	25.0% (106)
Strongly Agree	24.1% (102)
Refused	(27)

Our agency leadership cares more about getting the job done than about ethics.

Strongly Disagree	33.6% (146)
2	20.5% (89)
3	23.7% (103)
4	11.1% (48)
Strongly Agree	11.1% (48)
Refused	(17)

This agency practices what it preaches when it comes to ethics.

Strongly Disagree	12.0% (52)
2	14.4% (62)
3	28.5% (123)
4	25.7% (111)
Strongly Agree	19.4% (84)
Refused	(19)

Employees in this agency feel comfortable talking about ethics.

Strongly Disagree	7.9% (34)
2	13.0% (56)
3	32.4% (140)
4	25.2% (109)
Strongly Agree	21.5% (93)
Refused	(19)

You can ignore ethics and still get ahead in this agency.

Strongly Disagree	42.1% (182)
2	19.2% (83)
3	21.3% (92)
4	8.1% (35)
Strongly Agree	9.3% (40)
Refused	(19)

Leadership of this agency regularly shows that it cares about ethics.

Strongly Disagree	10.3% (45)
2	15.9% (69)
3	29.4% (128)
4	23.4% (102)
Strongly Agree	20.9% (91)
Refused	(16)

Senior officials in this agency are less likely to be disciplined for violating ethical standards than other employees.

Strongly Disagree	26.4% (113)
2	14.5% (62)
3	27.1% (116)
4	14.7% (63)
Strongly Agree	17.3% (74)
Refused	(23)

If ethics concerns are reported to the agency, action is taken to resolve them.

Strongly Disagree	7.6% (32)
2	9.7% (41)
3	37.2% (157)
4	23.5% (99)
Strongly Agree	22.0% (93)
Refused	(29)

Supervisors at my work location usually do not pay attention to ethics.

Strongly Disagree	44.9% (195)
2	18.7% (81)
3	24.7% (107)
4	6.7% (29)
Strongly Agree	5.1% (22)
Refused	(17)

This agency makes a serious effort to detect violations of ethics standards.

Strongly Disagree	9.1% (39)
2	11.7% (50)
3	34.7% (149)
4	25.2% (108)
Strongly Agree	19.3% (83)
Refused	(22)

Employees who are caught violating ethics policies are disciplined.

Strongly Disagree	8.0% (34)
2	9.4% (40)
3	31.7% (135)
4	26.3% (112)
Strongly Agree	24.6% (105)
Refused	(25)

Employees in the agency openly discuss the ethics of their decisions and actions.

Strongly Disagree	17.1% (73)
2	21.5% (92)
3	36.2% (155)
4	15.7% (67)
Strongly Agree	9.6% (41)
Refused	(23)

Ethics rules and agency practices are consistent.

Strongly Disagree	12.3% (53)
2	12.7% (55)
3	31.0% (134)
4	25.7% (111)
Strongly Agree	18.3% (79)
Refused	(19)

Employees in this agency expected to do as they are told, no matter what.

Strongly Disagree	23.7% (102)
2	17.2% (74)
3	26.7% (115)
4	18.8% (81)
Strongly Agree	13.7% (59)
Refused	(20)

Employees at all levels in this agency are held accountable for adhering to ethical standards.

Strongly Disagree	10.7% (46)
2	12.6% (54)
3	25.5% (109)
4	24.3% (104)
Strongly Agree	26.9% (115)
Refused	(23)

Employees in the agency recognize ethics issues when they arise.

Strongly Disagree	4.7% (20)
2	10.0% (43)
3	31.9% (137)
4	31.4% (135)
Strongly Agree	22.1% (95)
Refused	(21)

Employees seek advice within this agency when ethics issues arise.

Strongly Disagree	6.6% (28)
2	13.5% (57)
3	42.3% (179)
4	23.9% (101)
Strongly Agree	13.7% (58)
Refused	(28)

Employees are comfortable delivering bad news to their supervisors

Strongly Disagree	11.9% (51)
2	20.9% (90)
3	28.4% (122)
4	24.4% (105)
Strongly Agree	14.4% (62)
Refused	(21)

Employees here make decisions that comply with ethics policies because of the ethics program that is in place.

Strongly Disagree	7.7% (33)
2	11.9% (51)
3	37.4% (161)
4	26.3% (113)
Strongly Agree	16.7% (72)
Refused	(21)

Employees can talk with supervisors about problems without fear of having their comments held against them.

Strongly Disagree	13.9% (60)
2	14.4% (62)
3	25.7% (111)
4	25.7% (111)
Strongly Agree	20.4% (88)
Refused	(19)

I would feel comfortable reporting ethics violations.

Strongly Disagree	9.9% (43)
2	9.2% (40)
3	20.7% (90)
4	26.3% (114)
Strongly Agree	33.9% (147)
Refused	(17)

When ethical issues arise, employees look for advice within the agency.

Strongly Disagree	6.9% (29)
2	11.4% (48)
3	37.7% (159)
4	27.5% (116)
Strongly Agree	16.6% (70)
Refused	(29)

Employees in this agency do not recognize ethics issues that come up at work.

Strongly Disagree	31.1% (133)
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2	29.7% (127)
3	31.5% (135)
4	5.4% (23)
Strongly Agree	2.3% (10)
Refused	(23)

Ethics problem solving in this agency is better because of the agency's ethics program.

Strongly Disagree	9.9% (42)
2	14.4% (61)
3	39.9% (169)
4	20.5% (87)
Strongly Agree	15.3% (65)
Refused	(27)

Employees who report misconduct are not retaliated against.

Strongly Disagree	11.9% (51)
2	11.0% (47)
3	34.4% (147)
4	23.2% (99)
Strongly Agree	19.4% (83)
Refused	(24)

In your opinion, how often, if at all, do these types of conduct occur at your agency?

Agency employees improperly accepting gifts given to them because of where they work or what they do in their government jobs.

Never	65.1% (276)
2	22.4% (95)
3	9.9% (42)
4	1.7% (7)
Very frequently	.9% (4)
Refused	(27)

Agency employees misusing Government property, time, or resources for inappropriate political activity

Never	56.0% (238)
2	26.8% (114)
3	12.2% (52)
4	3.1% (13)
Very frequently	1.9% (8)
Refused	(26)

Agency employees improperly benefiting financially from work they do for the Government.

Never	64.2% (272)
2	24.1% (102)
3	8.5% (36)
4	1.4% (6)
Very frequently	1.9% (8)
Refused	(27)

Agency employees misusing Government property.

Never	48.7% (209)
2	27.3% (117)
3	12.8% (55)
4	8.2% (35)
Very frequently	3.0% (13)
Refused	(22)

Agency employees misusing Government positions.

Never	50.2% (214)
2	24.4% (104)
3	15.0% (64)
4	5.4% (23)
Very frequently	4.9% (21)
Refused	(25)

Agency employees misusing official time.

Never	39.2% (166)
2	27.9% (118)
3	16.1% (68)
4	10.4% (44)
Very frequently	6.4% (27)
Refused	(28)

Agency employees improperly accepting payment for doing their Government jobs from people outside of Government.

Never	71.5% (304)
2	19.3% (82)
3	6.4% (27)
4	1.4% (6)
Very frequently	1.4% (6)
Refused	(26)

Agency employees engaging in inappropriate political activity during official time.

Never	65.8% (281)
2	20.6% (88)
3	8.9% (38)
4	3.0% (13)
Very frequently	1.6% (7)
Refused	(24)

Part D:

What, if anything, makes it difficult for employees to comply with ethics policies?

Agency heads and politicians are the unethical ones they don't seem to abide by the same rules
Becoming complacent
Difficult for management to enforce ethics policies because they don't stick during the grievance process.
IL Governors have not been ethical
Inconsistency with the agency. Favoritism
It is not a matter of difficulty; it is most often a matter of human nature in that people do not weigh the implications or gravity of their respective situation. Further, employees operate with a false sense of invincibility and will eventually be exposed for their violations.
Lack of raises/compensation
Nepotism and favoritism to selective individuals make it counter-productive in executing the ethical policies in a rightful manner.
NIU President paid \$600,000 severance after violating numerous ethics policies is perfect example of do as I say, not as I do! Where was the so called, "Executive Ethics Commission?"
nothing really happens to the people who violate, they are rewarded with a promotion or other assigned job
Nothing, shouldn't be that difficult to be ethical!
Retaliation
Some employees do not want to give up control. An example is scoring interviews, even when they have a conflict of interest.
Sometimes temptation and knowing the vendor in a scope beyond business connection.
The Director's ability to waive any standard in the grants that we will or will not issue. We have been forced to issue many grants that were not deserved and the decision to fund was not based on merit.
The Government that started this is still doing federal time.
The people who do the work don't have too much problems with ethics we are not in a position to profit by unethical behavior, the little people just come to work and do their jobs.
They don't seem to care
Unethical behavior from senior state government officials
Union reps discussing voting and who to vote for and spending more time away from their desks and either out of the office or roaming around
Unsure of the gray areas
When politicians don't know too much ethical issues and benefit from it
not aware of the policies
I believe all employees comply with the ethics policies.
Ethics policies are inconsistent. We can engage in political activity, but not on state property-makes no sense.
Ethics is doing the right thing, can't understand why it would be different to comply.
Having a non-caring attitude towards rules and regulations.
Nobody want to tell on their co-workers
It is not difficult for myself, but you need to start at the top. Because there is nothing ethical and/or moral about these people. Pure evil!

In my opinion nothing whatsoever should make it difficult to comply with ethics policies.
I am not aware of non-compliance; however more frequent training would likely reinforce ethics concepts.
Not being aware of policy
Standard business practices are sometimes murky, so a purely ethical approach differs from common practice. The standard business practices are often incredibly long and detailed, which makes them difficult to understand/apply consistently, leading to common practice.
All Management and supervisors. Even team leaders.
Fear of retaliation from upper management.
Strict Rules
They are stupid criminals!
Cannot trust management fear of lose your job. Supervisor and management stick together tell on then they give you the worst job pick on you.
Not having consequences
Rules are not applied fairly across the board.
Lack of prioritizing
Lack of awareness rather than malice
I wouldn't think anything.
Unless blatant violation, lack of follow up other interactions-like extensive smoke breaks, socialization, etc
Too lenient not strict enough
Bureaucratic rigid policies, lake of flexibility.
Not enough ethics training for support services staff
Afraid to report because of management
When they see unethical behavior in the senior positions of state government (what's the use)
Employees at different leaves are not held accountable, the agency picks and chooses who it wants to hold accountable.
There are gray areas within the ethics system that I believe create difficulty sometimes in complying with the policy.
The policies do not directly apply to my day to day work
Fear of implication.
It's not difficult to comply- its attitude that only a person thinks of themselves and not how their action will be taken and hurt, pain, and damaged self-esteem. Those wrong actions cause long lasting scars that professional help needs to be available to overcome damage. People hurt can also be given tools. Resources to help them understand, let go and live comfortable again.
Priorities, time management and their status
Ignorance
Their personal makeup and upbringings and values
Perhaps not truly understanding violations through lack interpretation of policy
Possibly not understanding what is unethical, material presented or error computer not in person
Lack of managerial oversight
The ethics training that is required by all state employees is very wordy, time consuming and way past my knowledge (and I have a 4 year degree) I have a difficult time understanding most of it. Keep it

simple. I work in a state agency that cares for veterans- they want to give staff food and candy but it is difficult to determine what you can take and can't especially with our facility.
The constant erosion of their morale by corrupt officials and poor leadership merging on insanity!
n/a
When an employee knows that their direct supervisor is not going to hold them accountable for unethical activity then they are not going to comply with the ethics policies.
Negative tone at the top; Others find lack of a budget as an excuse to act unethically; Group think- "this is the way we always did it"
The management has condone a routine acceptance of unethical business practices within DCFS so the employees look at their unethical behavior
Fear of upper management
Need to learn how to use ethic written 9 day life
Fear of retaliation. "Good Old Boy" system, far too many old timers training new employees. Older employee's unwilling to evolve and because those same old timers are usually supervisors the new employee's do not know who they can trust with ethical issues.
Rules apply differently at each level
The policies are clear
Because I see how unethical our facility is and it is about to the point near all moral is lost and no one cares.
We recognize and respond to ethics problems however the higher level administration (deputies) make exceptions which includes violating laws, rules, policy and procedures.
No consistent accountability
Ethics policy is mostly used when it's selective to punish one employee instead of equal and fair.
Nepotism
political influence
It's hard to comply or believe in ethics policies. When you're on government does un ethical things all the time.
Good ole boy/girl mentality
Unaware of anything
Nothing,
None- because of the knowledge from all the literature that have been to the agency for the employee and all know the consequences.
No values
Not knowing what is included in ethics. Not wanting to get others in trouble.
Even the DHS trainers say "Do whatever your manager tells you. So why are we being trained?"
Most officers do not have access to a computer to take the annual ethics training. Officers are rushed and not given enough time to complete the computer training so they skip the rest and guess to finish quickly.
Management does not do what they are supposed to do. When you go to them with a problem, they ignore and brush the situation under the table.
When they see some being held accountable and other not
Not enough supervision or follow ups on it.
Completing a web-based 45 min training each year is not enough if the state wants us to take it seriously. The training feels like just a box to be checked by management.

Nothing I can think of.
Making the time to do so
Family issues, concerns, health. Goodness is service to customers agency
Policies are hard to understand for many direct service or non-college level employees.
Bullying from coworkers.
Lack of knowledge
May not be aware
I don't know everything associated with the ethics policy. Equip for equality and human right always make me feel as though I am violating some right a patient has, therefore I am in fear of constantly violating my code of ethics.
Most employees act ethically, but a few do not and get away with it, thus leaving the honest employees frustrated with the system and appearing the ethics board itself is not acting ethically and following through with results of unethical employees.
N/a
N/A
na
No answer
Nothing should
no comment
It's not what you know it's who you know that will determine if you get in trouble or not
Have not run across anything related to this
nothing
nothing
nothing
Nothing that I can think of at this time.
Nothing, in my opinion, makes it difficult to comply.
Afraid of supervisor retaliation. no protection from whistle blower law
Work load
Nothing that I can see.
I think employees who commit unethical acts do it by choice. We receive annual training so there is a constant reminder of appropriate guidelines.
Nothing
Not knowing who to call
Poor training, agency enforcement
OEIG is an additional unnecessary layer of bureaucracy
Minor issues- use of computers to lock at internet; use of copiers to make personal copies. Basic lack of micromanaging these issues.
When the General Counsel, who is also the Ethics Officer, and the Labor Relations Manager protects certain employees but goes after others, the Agency as well as the Leadership feels corrupt and employees like myself feel helpless and discouraged, particularly when you became a target.
Not competent administrator and using their position to give staff a hard time . Elgin Mental health administration especially Nursing admin must be evaluated , this agency is in the news due to poor

management there must be an overhaul of administration in this agency , all staff must be coming from outside not inside this facility too much politics
Not honest. No integrity.
Workload is so overwhelming that employees don't have time to research their decisions before making them. Lower level employees watch senior administrators abuse their positions with relative impunity to long periods of time. Mostly because those positions are political, their covered up and protected.
Working for the IDOC, we see our officials often neglect their ethics training and get to do whatever they want with no repercussion, so it does little to instill good will among employees about ethics.
Working in a remote office with a very short chain of command. Unclean and very outdated organization charts.
Lack of a sense of morality. Believe they probably can get away with their act/actions.
Management has paid to play they are all wrapped up already
Different people get away with certain behaviors based on who they know
Lack of clear understanding (knowledge)
Signing in and out at 8:30 when it's 8:32 or 5:00 at 4:57 when supervisors do the same and so many smoke breaks not a break
Peer pressure. Uneducated individuals people that think they are above the laws of government! And the laws of God!
Some of the employee's do not want to follow the rules.
Easy to comply
Their own beliefs of certain situations and circumstances.
For some employees, the perception of preferential treatment is not great motivation for themselves to behave ethically.
Possibly being retaliated against
Some think they can get away with breaking the rules and the law.
Consistency; Management are not held to agency regulations so why believe they are held to ethical regulations
Management is all familiarly related
Nothing
Afraid of remarks being held against them
Nothing. The right thing to do is comply!
The fact that this policy is more geared towards Management and only line level employees that this doesn't affect are held accountable. My Wardens should be held accountable.
I do not know. I can only speak about myself.

What, if anything, would further assist employees to act ethically in connection with their work?

Q22
1.) Real world examples from the news of ethics violations, where the person has been arrested, jailed, fired, etc 2.) Examples of situations in the training that are unethical to help simplify the legal language 3.) Online evaluation, where the person is given a situation and has to choose the appropriate course of action, or match concepts to their definitions 4) Hotline to report ethics violations (for example: if the agency's Ethics Officer won't take action, what other options for

escalation are there?) 5) More prominent display/ dissemination of Ethics Officers for all state agencies at each state agency's intranet site, as well as on the CMS site(s)
A laminated card that have the ethics policies basic rules
A more coherent policy regarding political activity between 9am and 5pm
Acknowledging importance of position and why ethically important.
Actually experiencing an employee discipline from violation of ethic practice
Add language that if you are aware of something and don't report it then you could be disciplined
Additional periodic ethics updates and reminders.
Again correct the corrupt at the top
All state employees should act ethically to their work as long as they are trained every year.
As stated in 1, more frequent exposure probably presented in smaller bites- not comprehensive or lengthy.
Belief in God and judgment on bad decision making
Better leadership.
Better management. They need to treat all staff with respect. They also need more training/education. Very rude and unfair. Not knowledgeable in jobs.
Better pay and a since of knowing supervisors are making fair decisions with their support staff.
Better people
Better supervisors and churches that tell them to be ethical. In our agency NOONE cares about security. If you are from another St. agency, or an ex-employee, most employees think its ok to let them in the door and the supervisors don't say anything. They also don't care of the locks on the doors work.
Change supervisors move old supervisor and manger around.
Common sense
Common sense
Consequences
Consequences for their actions.
Consequences!
Consistent training
Continue teaching ethics in annual training
Continue the yearly training.
Continue with the training being offered
Continued training
Direct consequences for their behavior
Discipline
Don't see anything further efforts would help, it might back fire by implementing more rules and training for employee to take part in training and implementation of training.
Educating kids on ethics more often
Education- need hand out material
Enforce the rules and regulations already in place
Ensure employees at all leaves are held to the same standard. Supervisors at my agency are never held accountable for unethical acts.

Ethics and honesty is within a person. I can't think of anything at this time that would further assist an employee with their work. The state has given guidelines on what is considered ethical and the process to report unethical activity and also has provided sufficient information on who to contact in regards to questions on ethics.
Ethics training that was specific to my job
Ethics training/exposure more often.
face to face training instead of C B L
Fairness across the board, administration should not turn a blind eye when they see staffs that are not using their time wisely. Hiding from doing their jobs. each state employee should feel safe coming to work and not been attacked
Fewer gag orders and privacy. Present situations that really happened without using names. Results of damage and how many years involved in incident and time involved to resolution and large amount of time to heal and be able to live a comfortable life.
Focus on administrators, they are not ethical and it flows downward; meaning they have and gone after select people for ethic matters yet they do the same infractions.
Frequent training
Frequent training on ethics
Get rid of the old good old boy system!
Group meeting by ethic officer for all office staff vs computer review
Group office meetings to discuss ethics not just on line training.
Have a class with instructor allowing people to ask questions they may have.
Have supervisors and managers speak about and demonstrate ethics/ ethical behavior
Have this as a reason for firing supervisor
Having exemptions. We would like to have fundraisers for our employee appreciation fund but "ethically" we cannot. Can there be certain things allowed? Example- allowing employees to buy tickets for a basket/lotto tickets.
High level government officials making correct decisions for all of the people instead of a select few. HLGs should lead by example.
hiring people with a better sense of understanding to begin with. this would require a higher pay to pull people from a better stock
Hold all employees to the same standards
Hold the employees supervisor accountable for not holding their subordinates accountable for failing to follow the ethics policies then maybe the supervisor would get the picture that everyone should be held to a certain standard and follow the ethics policies/procedures that are in place to protect the facility and agency from lawsuits for allowing unethical activities to take place in the workplace.
Holding individuals to be responsible for their actions and not hiding behind the government structure; Employees are forced to "drink the punch" or told to leave don't even think to be whistle blowers or they will force you out.
holding unethical supervisors, managers, employees accountable for their unethical work actions
I am not sure Too many entitled, obnoxious people behaving in an unseemly manner at times and nothing is done about it. So much profanity and unprofessional conduct
I believe the training that I mentioned would help employees condition themselves and guide peer pressure for the better.
I hate to say it but fear of doing the wrong thing and being caught is a great motivator. Unfortunately when lower rung employee's observe higher rung employee's (supervisory capacity) pretty much get

away with time abuse, theft, physical abuse of clients, and racism how can they take ethical behavior seriously.
I question ethics and preferential treatment of employees there is serious bias from supervisors
I think the web based instructor has been helpful
I would suggest new wardens to run our facility that would boost morale and give people back some pride in their job and job integrity.
If all levels-especially the director's office and deputies were held to the same standards.
If all people are held to the same standard
If supervision was also held to same standards.
If supervisors and administrators would act more professional.
If the leadership starting in Springfield from the Governor down would act responsibly and ethically.
If the training was more job or agency specific, it might be clearer to some people.
if they were influenced by better conduct from the higher ups
if they were suspended from work without pay due to ethics violations.
In my opinion ethics has to be taught. If your examples aren't ethical more than likely your work place will not be ethical.
Include ethics in yearly Cycle Training
Issues pertaining to ethics have not been problematic
Just doing their job appropriately.
Keep them aware of ethically info in awareness
Keep up date information yearly
Keeping reporters confidential
Knowing that ethics rules, not titles and traditions. Anyone should be able to call anyone else out.
Leadership by example is non-existent
Let's see our state leaders show us some example of ethics.
Make it clear that gifts can be small things such as a soda, candy bar, or burrito. Ignoring that these are 'gifts' can lead to larger ethical inappropriateness.
Make management accountable when they don't do their job.
Making the reporting process user friendly
Maybe employees should carry ethics booklet as a reminder or if they have questions about it, to make sure they are following protocol.
Maybe have the ethics officer come by each facility that he/she represents, so we would some knowledge as to who to contact if we did find/spot a problem.
More frequent training
More latitude to perform job effectively without detail to time-consuming minutes.
More one on one direct contact- issues on computer training remains the same old issues with new twist
More real life examples in trainings and materials specific to the work we do in our agency
More timely investigations when incidents are reported.
More training
More training
More training that are more in depth about politics at our facility and our state code of ethics, as well as, or career code of ethics.

More work and less talking
More work specific ethics training for varying positions and levels of authority.
Most employees act ethically, it is a very few who do not and get away with acting unethical. The ethics board does not follow through with the ethics they enforce. If the ethics board followed through with the ethical position of the state, employees would feel more justified and would give them confidence that ethics are being followed to the highest degree.
N/a
N/A
na
No answer especially when our government does not always act in an ethical and professional manner.
No answer to that I work as a teacher with students
no comment
Not being retaliated against
Not sure
nothing
nothing
nothing
Nothing I can think of at this time.
Nothing. Either you act ethically or you don't. Additional training won't help.
on site ethics officer to be able to discuss issue and give direct advice
On site refresher training programs
Overtime compensation
Perhaps having quarterly meetings to reinforce some of the key ethical guidelines.
Personal standards
Politicians should be examples of ethical behavior, but they are not necessary.
Positive recognition
Posters with the phone number
Proper training enforcement from the top down
Question were asked if employees violating ethics policies are disciplined. Discipline should be private how would a co-worker know? If disciplined were disclosed, it may cause others to be ethical.
Random internet usage and copier logs to state how many copies used and what for
Regular ongoing communication and guidance
Remove corrupt Leadership including the General Counsel and Labor Relations Manager
Satisfaction and cooperation from the administration , not giving a hard time with time off request
Seeing discipline or discharge dished out when appropriate.
Seeing higher level administrators receive actual punishment for their misdeeds. More trainings, in person, on ethics and a requirement that the annual report from our OIG is read and internalized
Seeing our superiors being held accountable for their ethics.
Seeing those in government abide by the same ethics they preach to us.
senior supervisors strictly complying on ethical issues playing as role models to their subordinates
Smarter IT controls of the Internet. It seems like there are two options- Access to all types of possibly time-easting websites or very tight control that prevents access to needed sites.

Spiritual based practices
Stop Rauner attack on union and trying to divide employees
Stricter policies/more people reporting behaviors
Strong discipline actions and see that they are followed upon. Big bark no bite
Supervision leading by example and monitoring at sign in/out sheets.
Surveys like this. Good leadership. a constant awareness in meetings awareness of laws in agency.
The employee's need to like what they are doing on their job.
Their own morals
There is nothing you can do besides give them the tools before the situation arises.
There was an unethical instance brought up by several employees and it was never addressed and the employee who acted unethical was not disciplined. If we could see that we will be helped by reporting unethical behavior, employees may feel motivated to act ethically in their work.
They work because they need/like/enjoy their job
To be better educated
To make sure that everyone is discipline when ethic rules are broken and that there is no pick and choosing who gets in trouble and who don not.
To see the higher ups do things ethically first. Set a good example
True repercussions
Trust in their supervisors
Two Fifteen minute breaks and one thirty minute lunch break for allllllll employees.
Upper management being held more accountable for the way they treat employees
Well covered with training
Well, the ones that are politically connected like our Warden and Assistant Wardens should be held to a higher standard. Their jobs are 100% political, mine is not. I am the one under more of a microscope than them? Kind of backwards, plus the Governor that implemented this act is in prison.
Yearly training/refresher
You have to ask all employees

Is there anything else you would like to share or anyone you would like to recognize for providing exceptional integrity, fairness, and service to the people of the state of Illinois?

Yes. Solve our nuclear power plant problems to the satisfaction of the ordinary citizens and then I'll believe in the integrity of the IEEC and OEIG.
Work for a large organization, my small group is very ethical and I cannot answer for the whole organization I work for
We need to reconsider this IES. This system is a problem all by itself. Not good for the state!
We have am adjudicator Ashburst that tells claimants he is an administrative law judge. When he is just an ESSR. He tells coworkers he is an attorney, but he never passed the bar. Reported to management and it is ignored.
We have a very god group of employees and our boss listens to us and lets us speak our mind.
We continue to have new leadership who arrive and bring their friends to work with them in the agency. These people believe they can do whatever they want. They do not understand policy or procedure and when we try to explain, they do not care.

<p>We are paying over time for supervisors and union people that talk to their friends all day and then take overtime. On others that do work during the day but stay for overtime and talk to their friends instead of working. I don't understand why it is ok to have lots of regulations in hiring lower level employees and then have political hired for higher level jobs because they contributed to the governor's election. I think Aetna may be ripping off the state by paying \$10,000 more than Cigna for an employee's prescription.</p>
<p>Unfortunately there is no one in this administration that shows lots of integrity and /or fairness</p>
<p>Unethical acts are not very common. Violation of agency rules and regulations happen most often this causes misuse of company time.</p>
<p>Treat all employees equally</p>
<p>Too many people to list names. I work with great people who are honest and I trust. Honesty and integrity are what I take pride in and will take to my grave.</p>
<p>Too many entitled, obnoxious, dishonest staff behaving in an unseemly manner at times and nothing is done about it. So much profanity and unprofessional conduct</p>
<p>There's so much bullying and intimidating, When staffs doesn't like another staff, they lie, Administrations lie on staff, when papers are turned in, they disappear, Administration say they will investigate, they don't, staffs who do their jobs get bullied while the others who don't they turn a blind eye, pretend they didn't see. very unprofessional toward staffs etc.</p>
<p>There is no way for me to answer some of these questions about other employees. I do not know their history or personal business.</p>
<p>There are way more good Illinois employee's then there are bad. Unfortunately those few bad employees tend to be old timers who have made their way into supervisory positions and because of their positions I believe very few will be caught and they will continue to turn good employees into bad ones. Sorry, in my 26 years of service I have yet to meet anyone who I would recognize for exceptional service. Including myself.</p>
<p>There are many front line workup providing good customer service to Illinois residents. They experience verbal insults from customers and are the face of an IES system not working properly.</p>
<p>The problems happen a lot higher up than my level</p>
<p>Ted Duckett and Frank Sanchez- they are excellent with answering legal questions</p>
<p>Tameka Corneleous- very fair supervisor upholds the rules fairly with exceptional integrity and fairness. Cassandra Meal- Exceptional model employees Goldie Robinson, Ernest Bryant, Brook Shoemaker, Mindy Zimmerman, Gina Eddelman, Christy Williams</p>
<p>Sure. From my experience, state employees are hardworking, ethical, knowledgeable, and have integrity.</p>
<p>Shellee Fecht- Exceptional integrity</p>
<p>Seniority and how it is used is a complete joke</p>
<p>Possibly have 2 different Lethia Rainengs- one for supervisors in workplace land 1 easier/simple for those who are "laborer"? In nursing school they teach you to explain everything in 5th grade learning so everyone can understand.</p>
<p>Positive reinforcement by management for hard work during difficult situation currently and no hires with so many retiring or inexperienced new hires. Coworkers are training and not being rewarded for doing work of trainer or supervisor.</p>
<p>Please convey to our legislators to do their jobs. State employees for the most part are good hard working people. Elected officials should do the same work hard to make progress.</p>

Performance based incentives would help with more work schedule flexibility, like 9-days/4-days work schedule, work from home type offerings, would ultimately and overall promote integrity and productivity with work enthusiasm.
Our state leaders, such as governor needs to adhere to ethics, our Illinois politicians are crooked, your average state worker doesn't have problems with ethics. Why don't our leaders do ethics test yearly? Illinois have the most governors sent to prison for violations, including other politicians in the state. We need to train them most, your honest state workers are just trying to make a living to support our families.
Our OIG is great. They don't cower to politics but their recommendations, over the last four years are largely ignored. They do extremely thorough work but their power seems diminished.
Our annual ethics course should be more partially based on real life ethics issues that have truly been reported. Tameka Cornelious by far is the best resource person and supervisor I have ever had in 30 years. Christine Bridges lied to OIG several years ago and forced me to lose my job at choate for a period of time. This has especially made me appreciate Tameka Cornelious MSN.
One person who I honestly look up to, displays all of the qualities listed above. He is fair, works with integrity and serves the people of Illinois safe by running a medium security prison to the highest standard. He should be recognized for all that he does for not only the State of Illinois, but the people that work for him also. Warden Jeff Dennison, Shawnee Correctional Center is a one of a kind, genuine man, who is respected and loved by all who know him.
One employee in particular used a state vehicle for their own personal use and was disciplined. This made me believe ethics policies because it was an employee in a higher position.
OEIG was no police powers- cannot prosecute. It is unneeded, the agencies and their unions can work out the discipline.
None at this time.
None
None
none
NO.
No.
No, but I will be refreshing to finally hear that type of news, please share.
no comment
NO
No
No
No
no
no
no
Nancy Henderson LLSW- Chester Mental Health Center Jania Klausinsj, LLSW- Chester Mental Health Center
na
N/A
N/A
N/a

n/a
Myself, I follow ethics with exceptional integrity fairness and service to keep patience and my subordinates
Myself
My supervisors in the Watercraft/Snowmobile section in the Department of Natural Resources. They are always easy to approach with issues and are primarily interested in resolving issues rather than jumping on people for reporting them. They also reinforce the ethical issues with us while advising us on how we should be doing business with the general public, who, after all, are our customers.
My leadership provides appropriate example and support to perform in on ethical manner daily.
My Lead Supervisor Mr. Loren Rathjen.
My 2 supervisors are the worst and they lead by example
Most state employees do their best to be fair and show integrity. We do need ethics policy but for all, not just to get certain people.
Moral is very low here. Management creates a hostile work environment.
Menard C.C. has exceptional leadership. The administrators that had questionable ethics are no longer there. I have only witnessed small "gifts" and only very few employees accepting them. 99% of offices are on the up and up! No one likes the fact that the ethics training came about from a Governor now incarcerated due to his poor ethics!
Many of my coworkers are exceptional case workers for the people of Illinois
Lt. Steven Ryan Western Correctional Center, he is the training coordinator. I feel he does an outstanding job with Ethics.
Lol, No... the Governor needs to reread this a couple of times, he has too much financial interest and it completely bullshit for doing it.
Local office administrator
Knowledgeable and competent staff and heads in the administration especially the Nursing Administration - Nursing admin in the is agency does not know their job
Just my personal opinion, but if this state did not have such political "hounding" from all offices, both Democrat and GOP, then maybe we could gain some ground ethically.
Just keep up the good work.
Just being on time and doing our work
Jessie White
Is it ethical for a Governor to not abide by a contract or ignore court order? Give the state employees their raises and back pay. Stop punishing state employee's for going to work and doing their job.
In my opinion most politicians are in someone's pocket and so not tell the truth they are not for themselves and their friends. I think most supervisors get their jobs by who they know. The bonus system is b.s.. How can OS evaluate a person when he is rarely at your place of work? Is it fair to let lead workers evaluate us?
Immediate supervisor and Bureau Chief are exceptional examples of modeling ethical behavior-DRS Home Services Program
If I marked a (3) it is because I cannot speak for what the other co-workers do. If I were to see something unethical I would most certainly say something. Maybe ALL of our state law makers should have this training also! Even Governor.
I've been getting harassed I reported it to labor management union facility director, and the person has not been disciplined and continues to make my life a living hell.
I've been employed 23 years with the state. I have yet to work under management that upheld ethical behavior. People are promoted who enforce discipline or based upon political connections. Whenever

I complained about anything it went ignored by OIG, OEIG, OAA, DCFS and the union and the Governor. Nobody cares until a child dies and media is involved
I would like to recognize Warden Stephanie Waggoner and Shift Commander John W. Cooper at Vandalia C.C. for exceptional integrity and fairness. There has been much improvement since they were installed in their current positions.
I work at DCFS- Central Registry (hotline) Deana Large runs a tight ship very, very little unethical issues happening
I tried calling the ethics hotline once about our warden claiming things about employees that didn't happen and misusing his position. The ethics hotline turned it over to IDOC and nothing was done. He still gets away with stuff all the time. "The service to the people of the state of Illinois is currently a joke."
I think the web based instructor has gotten better over the years
I think Mike Bost is doing a great job representing Illinois.
I have personally seen ethics violations covered up by the ethics commission and the investigators used to remove all documentation from the workplace only to hide it
I don't believe that Illinois politicians are held to the same standards as other state employees. There are many day to day actions that take place in politics that are considered normal politics and aren't considered or acknowledged at all in the ethics program. Most of what I mention includes lobbyist and special interest groups and the fact that the majority of tax dollars and state funds are not used for the intended purpose.
I believe our biggest ethical problem first is our political system- Lack of term limits- Madigan empire- Political favors/donations/business climate- donations for contracts and all being involved. Lack of term limits. FEDS should come into Illinois the way they did California. We are the biggest embarrassment in the nation. I apologize when I say I am from Illinois. On the local level and personal I believe sexual harassment and misconduct is the biggest problem. Communication more than lay ear is necessary and the attitude "don't do it" is the sum of training. Written materials to each employee, online discussions, and training utilization of videos prior to work (roll call) or in break areas. Use existing case studies that show the cost and repercussions for poor judgment. Involve union and hold responsible upper management and politicians.
How many governors are in prison due to ethics violations? This survey seems to be a complete waste of time and money for everyone involved.
Has gotten much better in my 30 years of employment with the state
Give employee information on who to contact when issues like this arise. (Names and numbers)
For the questions where I answered 3, that = "don't know." I have worked at the state for less than a year. Compared to where I used to work (private sector financial services) the ethical training I received from the state is poor. I did actually read through the entire Ethics package when I was hired, as I am interested in organizational risk and compliance from my prior jobs. I had a question on the material and managed to get connected to my agency's ethics officer, which is the only reason why I knew who it was - otherwise their name was not provided. I'm fairly certain no one else from my training group completed the reading or knows who the ethics officer is.
Executive ethics officials should be comprised of individuals who are non-bias have zero tolerance towards misdeeds and result and transparency oriented. This will enable the officials at the agency to address the matter in a proper perspective.
Everyone I work with in IDNR/Lands
Every day when I go to work, I am harassed. My supervisor begins harassing me from 6am to 2pm. Every day she starts the day with verbal abuse. Every day she uses profanity at me, calls me names, and throws away my personal property. She intimidates me and is hostile with me. She has

<p>threatened to come to my home and whoop my ass. She bullies me and calls me out of my name. She degrades me and my work on a regular basis. She once said that she hated my ass with a passion. She has sabotaged my work, lies to me, and loud speaks me whenever she speaks to me. She points out all my mistakes to others and it makes me feel low and inadequate. She does not allow me to use any of her supplies including the garbage can. It is hard to come to work every day under these abusive and harsh conditions. I have been taking it for years, but when she started to threaten me and talk about my family, she crossed the line. I have gone to supervisors and managers but no one seems to want to get involved. Managers have been taking up for her for years. It is as if the managers and she have a secret code that allows her to be untouchable. Other employees have been suspended for the same way she has been treating me. I am attempting to handle this in a professional manner. This is happening every day and it needs to stop. I value my job and what I do at the company. I will no longer feel threatened and inadequate when I come to work.</p>
<p>Employees are frustrated with the unethical acts that are taking place and no one is accountable for their unethical actions, like they should be. Employees have accepted large amounts of monetary gifts from residents and they are still employed. One employee has been caught more than once and they are still employed. What purpose is the Ethics In-Service serving when the administration doesn't follow through with the rules? Higher management discriminates against employees because of personal feelings towards those employees and is getting away with it and has been caught red handed and it has been proven of their unethical actions and still has their job. Very frustrating for the law abiding employees, who know what is going on and have attempted to remedy the situation and still nothing has been accomplished in an ethical manner. Most of us wouldn't have a job if we conducted ourselves in such a manner.</p>
<p>Effective training</p>
<p>EEO personnel at my agency are among the most racist and unethical. Totally unfair process for complaints being taken seriously. Frequent cover-ups with the "buddy system"</p>
<p>Eddie Rogers II and Albert Abney- We rock! This state, this employer Sucks! It's terrible working for DHS due to weak ethics practices, lazy employees, and things being swept under the rug.</p>
<p>Denise Kane does an exceptional job monitoring DCFS; DCFS has an excellent resource in our conflict of interest mailbox/committee which allows staff to bring issues to attention of ethics officer for consultation and direction.</p>
<p>DCFS employees tend to be exemplary. I have worked in several agencies, but DCFS employees to be self-less acting in the "best interest" of children.</p>
<p>Current administrators at our facility has greatly impacted this facility in a negative way by hard selecting 'trouble makers' discipline while others who display same behaviors are not investigated. There is misuse of internal funds, property and etc.</p>
<p>Counsel awareness to individuals that may have a history of conflict in the work place! Some new members need time to learn. Some old ones need to retire! Before they get fired!</p>
<p>Check out the RUTAN hiring process for the agency. It is not being followed in house as required by the RUTAN Rules. It amazes me how the HR department and administration have gotten away with the fraudulent activities surrounding the RUTAN process.</p>
<p>Being a person with a client is always better than treating them like morons</p>
<p>At least 99% of employees want to do the best for taxpayers. They have other concerns, too, but they want to do their best and be ethical and fair. Unfortunately, poor management (and middle-management) has not always lead in the right direction. Policy changes are not clear and/or sometimes contradictory for staff, which leads to confusion and frustration, which leads to a half-hearted implementation, which can cause some ethical lapses. All/most of the actions are well-intentioned, just slightly miss the mark.</p>

Altruism is a wonderful motivation, but is easier for those whose needs are met.
All of the employees I supervise show integrity.
Susan Mendoza is fair and stands for ethics policies throughout the State of Illinois.

Before taking this survey, were you aware that the OEIG is an independent agency?	
Yes	77.9% (339)
No	22.1 (96)
Refused	(16)

Before taking this survey, were you aware that OEIG investigates unethical conduct of State employees, agencies, and vendors doing business with the state?	
Yes	91.7% (400)
No	8.3% (36)
Refused	(15)

Are you aware that, pursuant to State of Illinois Executive Order No. 2016-04 (2016), State employees are required to “report promptly to the OEIG and/or their ethics officer any information concerning alleged misconduct by a State employee or vendor”?	
Yes	92.4% (402)
No	7.6% (33)
Refused	(18)

Have you reported unethical conduct to the OEIG within the past four years?	
Yes	8.1% (35)
No	91.9% (398)
Refused	(18)

If you have not reported unethical conduct to the OEIG in the last four years, why not?	
Never aware of unethical conduct	71.5% (284)
Believed nothing would be done	10.6% (42)
I did not know I had a duty to report unethical conduct	1.5% (6)
I thought I should report it to my ethics officer instead	2.3% (9)
I was afraid I would get in trouble	2.0% (8)
Other, please specify	12.1% (48)

**Other: Already reported when I became aware
 Did but I must have been an inconvenience to them
 Did not have any reason to
 Didn't want to get involved
 Don't know how to contact
 Fear of retaliation**

Had no questions or issues
Have not seen any
I did not have an experience with any ethical conduct in the past 4 years.
I didn't trust did not believe in them
I don't remember who our ethics officer is
I have never witness any unethical conduct at this time
I have nothing to report
I knew nothing would be done.
I never heard anything else
I thought it was unethical for the Bureau chief to hold my work for months. I reported that to the ethics officer several years ago. He got another job someplace else.
I'd report to my agency first
Minor violations...use of computer...tendered verbal admonishment
My complaint was reported by others
My department is under great leadership to ensure operations are done complete and above board
In the part 1 replies to my supervisor but no action were taken. Instead 1 was related as a complaint was bullied by employees and given a hard time.
Never had to report an issue
Never saw anything
New employee
New hire
No broken code
No facts just hear say
No issues happen
No need
No need
No occurrences
No proof
None occurred that I was aware of
Nothing happened that know
Nothing to report
OEIG statute did not fully cover the infraction I observed.
Prior bad experience
Reported for corrective action to first line supervisor per director of unit manager. She did not want OEIG involved
Reported it to my supervisor and nothing ever happened
Reported to supervisor
Retaliation!!!!!!
Retaliation of reporting
See my earlier comments. Clearly, would do no good and be a waste of my time to report ethical violations due to past failure(s) to enforce/comply.
Suspected ethical conduct was reported and I have assisted in investigation
The situation that I am aware of has been reported to the ethics officer and it appears it has been swept under the rug because the higher management doesn't want to do the right thing, the ethical thing. That is why I haven't reported anything to the ethics officer, it has been and nothing solved, it is a huge disgrace to the persons involved, because they are good employees and great people and they have done everything according to the rules.
when problem arise, I do

Would take too long to see results

PART E:

How long have you worked for the State of Illinois?

Less than four years	15.9% (69)
4 to 10 years	16.6% (72)
11 to 20 years	32.3% (140)
More than 20 years	35.3 (153)

What are your financial disclosure responsibilities?

I file an Economic Interest Statement.	32.9% (138)
I am not required to file an Economic Interest Statement.	40.3% (169)
I do not know my filing status.	26.7% (112)

What is your work location?

Chicago	16.7% (72)
Springfield	22.0% (95)
Other	61.3% (264)

Do you hold a supervisory position?

Yes	29.1% (126)
No	70.9% (307)



2017 Survey of Executive Branch Employees

First Name Last Name
Address 1
Address 2
City, State Zip

reviewed by the UIS Human Subjects Review
Officer Dr. James Klein. Dr. Klein may be reached
at 217-206-6883.

Dear First Name Last Name:

Sincerely,

The State of Illinois is dedicated to gathering feedback from employees about their awareness of the State's executive branch ethics program and their attitude toward ethical issues in their agencies. As part of this process, we are working with the University of Illinois Springfield's Survey Research Office to survey State employees. The results of this study will be used to help the Illinois Executive Ethics Commission and Office of Executive Inspector General for the Agencies of the Illinois Governor improve the executive branch ethics program.

Chad Fornoff,
Executive Director
Illinois Executive Ethics Commission

Maggie A. Hickey,
Executive Inspector General
Office of Executive Inspector General for the
Agencies of the Illinois Governor

Dr. David Racine
Executive Director of the Center for State Policy
and Leadership
University of Illinois Springfield Survey Research
Office

We are asking that you please take a few minutes and participate in this project. You were chosen randomly to participate in this project and the responses you provide are anonymous. You can participate in one of two of the following ways:

- You can complete the questionnaire enclosed and return it in a postage-paid return envelope.
- You can take the survey online at: <http://go.uis.edu/eec-survey>. You will be prompted to input "9998" *Please note that this code cannot be used to identify you as it is not unique.*

We are very appreciative of you taking time to participate in this project but you are not obligated to do so. The risks from participating in this research are no greater than those you would ordinarily encounter in your daily life. You may choose not to answer any questions you do not wish to answer. If you have any questions about the survey, please contact the Survey Research Office at 217-206-6591. This research has been





Note: Please read the following before completing the survey.

PURPOSE

This survey is designed to gather feedback from employees about their awareness of the State’s executive branch ethics program and their attitudes toward ethical issues in their agencies. It will be used to help the Illinois Executive Ethics Commission improve the executive branch ethics program.

FREQUENTLY ASKED QUESTIONS

How will confidentiality be maintained?

This survey does not ask for any information that would reveal your identity (for example, your name, social security number or specific work location) or your agency’s identity. The survey does not contain any identifying markings. No one will be able to identify you from your survey responses.

Why did I receive a survey and a coworker of mine did not?

Employees who received the survey were randomly selected from employees in the executive branch of state government.

Who should I contact if I have questions about this survey?

Please contact the UIS Survey Research Office at 217-206-6591 or sro@uis.edu.

DEFINITION

For the purpose of this survey, the term “ethics” and “ethical” have a narrow meaning. They are intended to describe the rules of ethical conduct based on two fundamental principles. Executive branch employees—

- Should act impartially in carrying out their official duties and
- Should not use their public office for private gain.

The State Officials and Employees Ethics Act, for example, includes ethics restrictions and prohibitions that limit or bar employees from—

- Accepting gifts given to them because of where they work or what they do in their State jobs;
- Doing work for the State that could benefit them personally;
- Misusing official time;
- Using State property, time, or resources for inappropriate political activities.

Types of misconduct NOT covered by this survey include: Sexual harassment; Discrimination; Unfair treatment in terms of promotions, awards, discipline and evaluations; substance abuse.

Your agency’s ethics program involves activities that are undertaken to assist employees in understanding and adhering to the State Officials and Employees Ethics Act. Program activities include educating employees regarding the ethics standards expected of them and providing counseling and answering employee questions about ethics.

Please complete this survey only if you are an employee of an agency of the executive branch of State government. Please complete this survey by January 31, 2018.





PART A

Instructions: Unless otherwise indicated, please select the one most appropriate response for each question. The scale ranges from 1 (Not at all) to 5 (Very much so).

	<u>Not at all</u> (1)	(2)	(3)	(4)	<u>Very much</u> so (5)
1. How familiar are you with the State Officials and Employee Ethics Act?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. To what extent do you believe each of the following items describes an objective of the Ethics Act?					
a. To prevent violations of ethics policies.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. To educate employees regarding the ethics standards expected of them.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. To ensure and strengthen the public's trust in Government.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. To detect unethical behavior.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. To discipline/prosecute violators.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. To ensure fair and impartial treatment of the public and outside organizations in dealings with your agency.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. To answer employee questions about ethics.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<u>Not at all</u> (1)	(2)	(3)	(4)	<u>Very much so</u> (5)
3. How familiar are you with the rules of ethical conduct for executive branch employees?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. How useful are the rules of ethical conduct in guiding your decisions and conduct in connection with your work?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



***Notice: Remember to check for a “skip to” instruction after you answer the questions below.**

5. Are you aware that there are officials at your agency whose job responsibilities include providing advice to employees on ethical issues?
- Yes
- No
6. In the last 4 years, have you sought ethics-related advice in connection with your work?
- Yes
- No **—————> Skip to question 10 on page 4**
7. **If you have sought ethics related advice**, Did you consult your ethics officer?
- Yes
- No **—————> Skip to question 8**
- a. **If you consulted your ethics officer**, how helpful, if at all, was your ethics officer?
- Very helpful
- Somewhat helpful
- Not very helpful
- Not at all helpful
8. If you have consulted someone other than your ethics officer, indicate who you consulted (e.g., supervisor, human resources office, general counsel’s office) and rate

Indicate below	<u>Not helpful</u>				<u>Very</u>
	<u>(1)</u>	(2)	(3)	(4)	<u>helpful (5)</u>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

the effectiveness of each.

9. **If you have sought ethics-related advice in the last 4 years**, but did not consult your ethics officer why not? *(Please select all that apply).*
- There is no ethics officer
- Did not know there was an ethics officer
- They do not have time for me
- No confidence I’d get good advice
- Believed nothing would be done
- Afraid I’d get into trouble



Other, please specify: _____

10. If you have not sought ethics related advice in the last 4 years, why not?

- Never had a question
- Didn't know whom to ask
- Confident in my own ability to address issue
- No confidence I'd get good advice
- Believed nothing would be done
- Afraid I'd get into trouble
- Other, specify: _____

****Notice: For the purposes of questions 11 through 13, "ethics training" includes not only instructor-led training in a classroom setting but also the opportunity to review written materials, watch videotapes, participate in computer-based training, etc.***

11. During the past 4 years, how often have you received ethics training?

- Once, as part of my new employee orientation
- Every year
- Have not received training the last four years
- Every few years
- More than one time each year
—————> **Skip to Part B on page 5**
- Have never received any training
—————> **Skip to Part B on page 5**

12. In general, how useful was the ethics training you received...

	<u>Not useful</u>					<u>Very useful</u>
	<u>(1)</u>	<u>(1)</u>	<u>(2)</u>	<u>(3)</u>	<u>(4)</u>	<u>(5)</u>
a. In making you more aware of ethics issues at your work?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. In guiding your decisions and conduct in connection to work?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Continue to next page...

13. For each of the following training methods, indicate whether you have received ethics training via that method during the past 4 years and, if yes, rate the effectiveness of the training you received.

	Received		Effectiveness				
	Yes	No	Not (1)				Very (5)
a. In-person instructor-led lecture or discussion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Teleconference or satellite broadcast	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Videotape	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Computer-based training (e.g., Internet, Intranet)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Reference materials (e.g., legal documents, laws, regulations)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Direct communications (e.g., newsletter, pamphlets, memos, e-mails)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Other, specify: _____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

PART B

Instructions: Please mark the response indicating your level of agreement with each of the following statements based on your experiences, opinions, or perceptions.

	Strongly Disagree (1)	(2)	(3)	(4)	Strongly Agree (5)
1. Supervisors at my agency include discussions of ethics when talking with their employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. This agency follows up on ethical concerns that are reported by employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Our agency leadership cares more about getting the job done than about ethics.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. This agency practices what it preaches when it comes to ethics.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Employees in this agency feel comfortable talking about ethics.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. You can ignore ethics and still get ahead in this agency.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Leadership of this agency regularly shows that it cares about ethics.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Senior officials in this agency are less likely to be disciplined for violating ethical standards than other employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



9. If ethics concerns are reported to the agency, action is taken to resolve them.

Instructions: The following section asks you to mark the response indicating your level of agreement with each of the statements based on your experience, opinions, or perceptions.

	Strongly Disagree				Strongly Agree
	(1)	(2)	(3)	(4)	(5)
10. Supervisors at my work location usually do not pay attention to ethics.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. This agency makes a serious effort to detect violations of ethics standards.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. Employees who are caught violating ethics policies are disciplined.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. Employees in the agency openly discuss the ethics of their decisions and actions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. Ethics rules and agency practices are consistent.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. Employees in this agency are expected to do as they are told, no matter what.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. Employees at all levels in this agency are held accountable for adhering to ethical standards.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. Employees in the agency recognize ethics issues when they arise.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Strongly Disagree				Strongly Agree
	(1)	(2)	(3)	(4)	(5)
18. Employees seek advice within this agency when ethics issues arise.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19. Employees are comfortable delivering bad news to their supervisors.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. Employees here make decisions that comply with ethics policies because of the ethics program that is in place.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21. Employees can talk with supervisors about problems without fear of having their comments held against them.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
22. I would feel comfortable reporting ethics violations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
23. When ethical issues arise, employees look for advice within the agency.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
24. Employees in this agency do not recognize ethics issues that come up at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
25. Ethics problem solving in this agency is better because of the agency's ethics program.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
26. Employees who report misconduct are not retaliated against.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



PART C

How often, if at all, do these types of conduct occur at your agency?

	<u>Never</u> (1)	2	3	4	<u>Very</u> <u>freque</u> <u>ntly</u> (5)
1. Agency employees improperly accepting gifts given to them because of where they work or what they do in their Government jobs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Agency employees misusing Government property, time, or resources for inappropriate political activity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Agency employees improperly benefiting financially from work they do for the Government.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Agency employees misusing Government property.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Agency employees misusing Government positions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Agency employees misusing official time.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Agency employees improperly accepting payment for doing their Government jobs from people outside of Government.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Agency employees engaging in inappropriate political activity during official time.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

PART D

1. What, if anything, *makes it difficult* for employees to comply with ethics policies?

2. What, if anything, would *further assist* employees to act ethically in connection with their work?

3. Is there anything else you would like to share or anyone you would like to recognize for providing exceptional integrity, fairness, and service to the people of the state of Illinois?





4. Before taking this survey, were you aware that the OEIG is an independent agency, and as part of its duties, investigates unethical conduct of State employees, agencies, and vendors doing business with the State? Yes No
5. Are you aware that, pursuant to State of Illinois Executive Order No. 2016-04 (2016), State employees are required to “report promptly to the OEIG and/or their ethics officer any information concerning alleged misconduct by a State employee or vendor”?
 Yes No
6. Have you reported unethical conduct to the OEIG within the past four years?
 Yes No
7. If you have not reported unethical conduct to the OEIG in the last four years, why not?
 Never aware of unethical conduct
 Believed nothing would be done
 I did not know I had a duty to report unethical conduct
 I thought I should report it to my ethics officer instead
 I was afraid I would get in trouble
 Other, please specify: _____

PART E

Instructions: Please select the one response for each question that most closely describes you. The following items will be used at the aggregate level and will not be used to identify respondents.

How long have you worked for the State of Illinois?

- Less than 4 years 4 to 10 years
 11 to 20 years More than 20 years

What are your financial disclosure responsibilities?

- I file an Economic Interest Statement.
 I am not required to file an Economic Interest Statement.
 I do not know my filing status.

What is your work location?

- Chicago Springfield Other

Do you hold a supervisory position?

- Yes No

Thank you for completing the Employee Ethics Survey!

Please return your completed questionnaire in the postage-paid business reply envelope.

If lost, contact the UIS Survey Research Office at 217-206-6591





State of Illinois
EXECUTIVE ETHICS COMMISSION

2017 Survey of Executive Branch Employees



Survey Research Office
UNIVERSITY OF ILLINOIS SPRINGFIELD