Appendix A: Governmentwide Results (Ethics Items)

Source: U.S. MSPB, 2016 Merit Principles Survey (Path 2)

1. How familiar are you with your agency's ethics program?

| Not at all Familiar | | 242 | 3% |
|---------------------|--------|-------|-----|
| Slightly Familiar | | 325 | 4% |
| Somewhat Familiar | | 1,274 | 14% |
| Familiar | | 4,008 | 43% |
| Very Familiar | | 3,433 | 37% |
| | Total: | 9,283 | |

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

| Not at all Familiar | | 1,246 | 13% |
|---------------------|--------|-------|-----|
| Slightly Familiar | | 770 | 8% |
| Somewhat Familiar | | 1,691 | 18% |
| Familiar | | 3,244 | 35% |
| Very Familiar | | 2,334 | 25% |
| | Total: | 9,286 | |

3a. Focus of agency's ethics program: To answer employee questions about ethics.

| Not at All | | 331 | 4% |
|-----------------|--------|-------|-----|
| Small Extent | | 1,386 | 15% |
| Moderate Extent | | 3,799 | 41% |
| Great Extent | | 3,676 | 40% |
| | Total: | 9,191 | |

3b. Focus of agency's ethics program: To prevent violations of ethics policies.

| Not at All | | 304 | 3% |
|-----------------|--------|-------|-----|
| Small Extent | | 986 | 11% |
| Moderate Extent | | 3,104 | 34% |
| Great Extent | | 4,797 | 52% |
| | Total: | 9,190 | |

3c. Focus of agency's ethics program: To educate employees regarding the ethics standards expected of them.

| - | | | |
|-----------------|--------|-------|-----|
| Not at All | | 263 | 3% |
| Small Extent | | 1,093 | 12% |
| Moderate Extent | | 3,252 | 35% |
| Great Extent | | 4,583 | 50% |
| | Total: | 9,191 | |

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3d. Focus of agency's ethics program: To educate employees regarding the ethics standards in general.

| Not at All | | 261 | 3% |
|-----------------|--------|-------|-----|
| Small Extent | | 1,182 | 13% |
| Moderate Extent | | 3,431 | 37% |
| Great Extent | | 4,313 | 47% |
| | Total: | 9,187 | |

3e. Focus of agency's ethics program: To ensure fair and impartial treatment of the public and outside organizations in their dealings with your agency.

| Not at All | | 395 | 4% |
|-----------------|--------|-------|-----|
| Small Extent | | 1,300 | 14% |
| Moderate Extent | | 3,664 | 40% |
| Great Extent | | 3,831 | 42% |
| | Total: | 9,190 | |

3f. Focus of agency's ethics program: To detect and resolve potential conflicts of interest.

| Not at All | | 507 | 6% |
|-----------------|--------|-------|-----|
| Small Extent | | 1,583 | 17% |
| Moderate Extent | | 3,444 | 37% |
| Great Extent | | 3,650 | 40% |
| | Total: | 9.185 | |

3g. Focus of agency's ethics program: To discipline/prosecute violations.

| Not at All | | 917 | 10% |
|-----------------|--------|-------|-----|
| Small Extent | | 2,091 | 23% |
| Moderate Extent | | 3,276 | 36% |
| Great Extent | | 2,897 | 32% |
| | Total: | 9.180 | |

4. Are there officials in your agency whose job responsibilities include providing advice to employees on ethics issues?

| No | | 928 | 11% | |
|-----|--------|-------|-----|--|
| Yes | | 7,308 | 89% | |
| | Total: | 8.236 | | |

5. I know how to contact an ethics official at my agency for assistance in applying the government ethics rules.

| No | | 2,018 | 22% |
|-----|--------|-------|-----|
| Yes | | 7,220 | 78% |
| | Total· | 9 238 | |

6. If you have sought ethics-related advice in the last five years, how helpful was your agency's ethics official?

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| Not at all Helpful | | 284 | 14% |
|--------------------|--------|-------|-----|
| Slightly Helpful | | 159 | 8% |
| Somewhat Helpful | | 180 | 9% |
| Helpful | | 518 | 25% |
| Very Helpful | | 890 | 44% |
| | Total: | 2,031 | |

7a. Helpfulness of ethics consultation with: Immediate Supervisor

| Not at all Helpful | 412 | 19% |
|--------------------|-------|-----|
| Slightly Helpful | 136 | 6% |
| Somewhat Helpful | 224 | 10% |
| Helpful | 570 | 26% |
| Very Helpful | 821 | 38% |
| Total: | 2.162 | |

7b. Helpfulness of ethics consultation with: Supervisor above Immediate Supervisor

| Not at all Helpful | | 427 | 32% |
|--------------------|--------|-------|-----|
| Slightly Helpful | | 131 | 10% |
| Somewhat Helpful | | 130 | 10% |
| Helpful | | 278 | 21% |
| Very Helpful | | 385 | 28% |
| | Total: | 1 352 | |

7c. Helpfulness of ethics consultation with: Other Supervisor

| Not at all Helpful | | 276 | 24% |
|--------------------|--------|-------|-----|
| Slightly Helpful | | 74 | 7% |
| Somewhat Helpful | | 145 | 13% |
| Helpful | | 334 | 30% |
| Very Helpful | | 298 | 26% |
| | Total: | 1,126 | |

7d. Helpfulness of ethics consultation with: Human Resources Office

| Not at all Helpful | | 323 | 24% |
|--------------------|--------|-------|-----|
| Slightly Helpful | | 125 | 9% |
| Somewhat Helpful | | 155 | 12% |
| Helpful | | 263 | 20% |
| Very Helpful | | 462 | 35% |
| | Total: | 1,328 | |

7e. Helpfulness of ethics consultation with: Work Colleague

| Not at all Helpful | 183 | 11% |
|--------------------|-----|-----|
| Slightly Helpful | 143 | 9% |

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| Somewhat Helpful | | 302 | 19% |
|---|------------------|---------------|-----------|
| Helpful | | 532 | 33% |
| Very Helpful | | 470 | 29% |
| | Total: | 1,630 | |
| | | | |
| 9. Reason for not consulting ag | ency ethics offi | cer | |
| There is no ethics staff. | | 127 | 10% |
| | | | |
| Didn't know there was an ethics s | taff. | 258 | 19% |
| Didn't know there was an ethics s They don't have time for me. | taff. | 258 36 | 19% 3% |

195 Total: 1,325

517

39%

15%

11. Reason for not seeking ethics advice:

Believed nothing would be done.

Afraid I'd get in trouble.

| Never had a question. | 3,090 | 65% |
|---|-------|-----|
| Didn't know whom to ask. | 170 | 4% |
| Confident in my own ability to address the issue. | 563 | 12% |
| No confidence I'd get good advice. | 165 | 3% |
| Believed nothing would be done. | 533 | 11% |
| Afraid I'd get in trouble | 210 | 4% |
| Total: | 4,731 | |

13. Filed a public or confidential financial disclosure report?

| No | 6,654 | 72% |
|---|------------|-----|
| Yes, using OGE Form 450 450A. | 2,172 | 24% |
| Yes, using OGE Form 278. | 192 | 2% |
| Both OGE Form 450/450A and OGE Form 278 | 184 | 2% |
| То | tal: 9,202 | |

14. Have you ever received ethics training as an executive branch employee?

| No | | 4,652 | 51% |
|-----|--------|-------|-----|
| Yes | | 4,552 | 49% |
| | Total: | 9,205 | |

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15a. Usefulness of ethics training: Understanding applicable ethics rules

| Not at all Useful | | 153 | 2% |
|-------------------|--------|-------|-----|
| Slightly Useful | | 356 | 5% |
| Somewhat Useful | | 688 | 10% |
| Useful | | 3,018 | 43% |
| Very Useful | | 2,858 | 40% |
| | Total: | 7,073 | |

15b. Usefulness of ethics training: Increasing awareness of potential ethics issues

| Not at all Useful | | 183 | 3% |
|-------------------|--------|-------|-----|
| | | | |
| Slightly Useful | | 342 | 5% |
| Somewhat Useful | | 664 | 9% |
| Useful | | 2,888 | 41% |
| Very Useful | | 3,010 | 42% |
| | Total: | 7.087 | |

15c. Usefulness of ethics training: Guiding decisions and conduct

| Not at all Useful | | 227 | 3% |
|-------------------|--------|-------|-----|
| Slightly Useful | | 402 | 6% |
| Somewhat Useful | | 709 | 10% |
| Useful | | 2,857 | 40% |
| Very Useful | | 2,913 | 41% |
| | Total: | 7,108 | |

16a. Effectiveness of ethics training: In-person

| Not at all Effective | | 167 | 4% |
|----------------------|--------|-------|-----|
| Slightly Effective | | 213 | 5% |
| Somewhat Effective | | 534 | 12% |
| Effective | | 1,992 | 43% |
| Very Effective | | 1,716 | 37% |
| | Total: | 4,622 | |

16b. Effectiveness of ethics training: Broadcast

| Not at all Effective | | 280 | 11% |
|----------------------|--------|-------|-----|
| Slightly Effective | | 208 | 8% |
| Somewhat Effective | | 502 | 20% |
| Effective | | 1,052 | 43% |
| Very Effective | | 418 | 17% |
| | Total: | 2,461 | |

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16c. Effectiveness of ethics training: Web

| Not at all Effective | | 352 | 5% |
|----------------------|--------|-------|-----|
| Slightly Effective | | 696 | 10% |
| Somewhat Effective | | 1,348 | 19% |
| Effective | | 3,157 | 44% |
| Very Effective | | 1,679 | 23% |
| | Total: | 7,232 | |

16d. Effectiveness of ethics training: Reference materials

| Not at all Effective | | 353 | 7% |
|----------------------|--------|-------|-----|
| Slightly Effective | | 642 | 12% |
| Somewhat Effective | | 1,130 | 21% |
| Effective | | 2,202 | 41% |
| Very Effective | | 1,089 | 20% |
| | Total: | 5,415 | |

17a. Frequency: Improperly accepting gifts

| Not at All | | 5,162 | 57% |
|---------------------|--------|-------|-----|
| Almost Never | | 2,974 | 33% |
| Somewhat Frequently | | 605 | 7% |
| Frequently | | 200 | 2% |
| Very Frequently | | 149 | 2% |
| | Total: | 9,089 | |

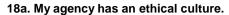
17b. Frequency: Improperly benefiting financially

| Not at All | | 5,684 | 63% |
|---------------------|--------|-------|-----|
| Almost Never | | 2,487 | 27% |
| Somewhat Frequently | | 550 | 6% |
| Frequently | | 213 | 2% |
| Very Frequently | | 141 | 2% |
| | Total: | 9.075 | |

17c. Frequency: Improperly using position

| Not at All | | 4,569 | 50% |
|---------------------|--------|-------|-----|
| Almost Never | | 2,772 | 30% |
| Somewhat Frequently | | 1,043 | 11% |
| Frequently | | 402 | 4% |
| Very Frequently | | 303 | 3% |
| | Total: | 9,089 | |

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| Strongly Disagree | | 243 | 3% |
|----------------------------|--------|-------|-----|
| Disagree | | 463 | 5% |
| Neither Agree nor Disagree | | 2,001 | 22% |
| Agree | | 4,292 | 47% |
| Strongly Agree | | 2,144 | 23% |
| | Total: | 9,144 | |

18b. Senior leaders at my agency communicate the importance of ethical behavior.

| Strongly Disagree | | 268 | 3% |
|----------------------------|--------|-------|-----|
| Disagree | | 660 | 7% |
| Neither Agree nor Disagree | | 2,197 | 24% |
| Agree | | 3,821 | 42% |
| Strongly Agree | | 2,196 | 24% |
| | Total: | 9,142 | |

18c. Senior leaders at my agency demonstrate ethical behavior.

| Strongly Disagree | | 434 | 5% |
|----------------------------|--------|-------|-----|
| Disagree | | 796 | 9% |
| Neither Agree nor Disagree | | 2,482 | 27% |
| Agree | | 3,351 | 37% |
| Strongly Agree | | 2,079 | 23% |
| | Total: | 9.141 | |

18d. Supervisors at my agency demonstrate ethical behavior.

| Strongly Disagree | | 305 | 3% |
|----------------------------|--------|-------|-----|
| Disagree | | 624 | 7% |
| Neither Agree nor Disagree | | 2,172 | 24% |
| Agree | | 3,863 | 42% |
| Strongly Agree | | 2,177 | 24% |
| | Total: | 9,141 | |

18e. Employees at my agency demonstrate ethical behavior.

| Strongly Disagree | | 201 | 2% |
|----------------------------|--------|-------|-----|
| Disagree | | 510 | 6% |
| Neither Agree nor Disagree | | 2,269 | 25% |
| Agree | | 4,324 | 47% |
| Strongly Agree | | 1,838 | 20% |
| | Total: | 9,142 | |

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18f. I understand the importance of ethical behavior in the federal workplace.

| Strongly Disagree | | 27 | 0% |
|----------------------------|--------|-------|-----|
| Disagree | | 30 | 0% |
| Neither Agree nor Disagree | | 508 | 6% |
| Agree | | 3,844 | 42% |
| Strongly Agree | | 4,733 | 52% |
| | Total: | 9,143 | |

18g. I feel comfortable reporting ethics violations.

| Strongly Disagree | | 449 | 5% |
|----------------------------|--------|-------|-----|
| Disagree | | 725 | 8% |
| Neither Agree nor Disagree | | 1,764 | 19% |
| Agree | | 3,317 | 36% |
| Strongly Agree | | 2,890 | 32% |
| | Total: | 9,145 | |

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