

UNITED STATES OFFICE OF  
**GOVERNMENT ETHICS**



Preventing Conflicts of Interest  
in the Executive Branch



**The Executive  
Branch Ethics  
Program**

**Annual  
Agency Ethics  
Program  
Questionnaire**

**Highlights  
CY14**

# OVERVIEW

Each year, executive branch agencies submit to OGE responses to an Annual Agency Ethics Program Questionnaire (questionnaire).

The questionnaire asks for information about ethics officials and the administration of agency ethics programs. It also asks for information about core elements of the ethics program that assist in the identification and resolution of potential conflicts of interest.

The compiled data provides valuable insights about the executive branch ethics program.

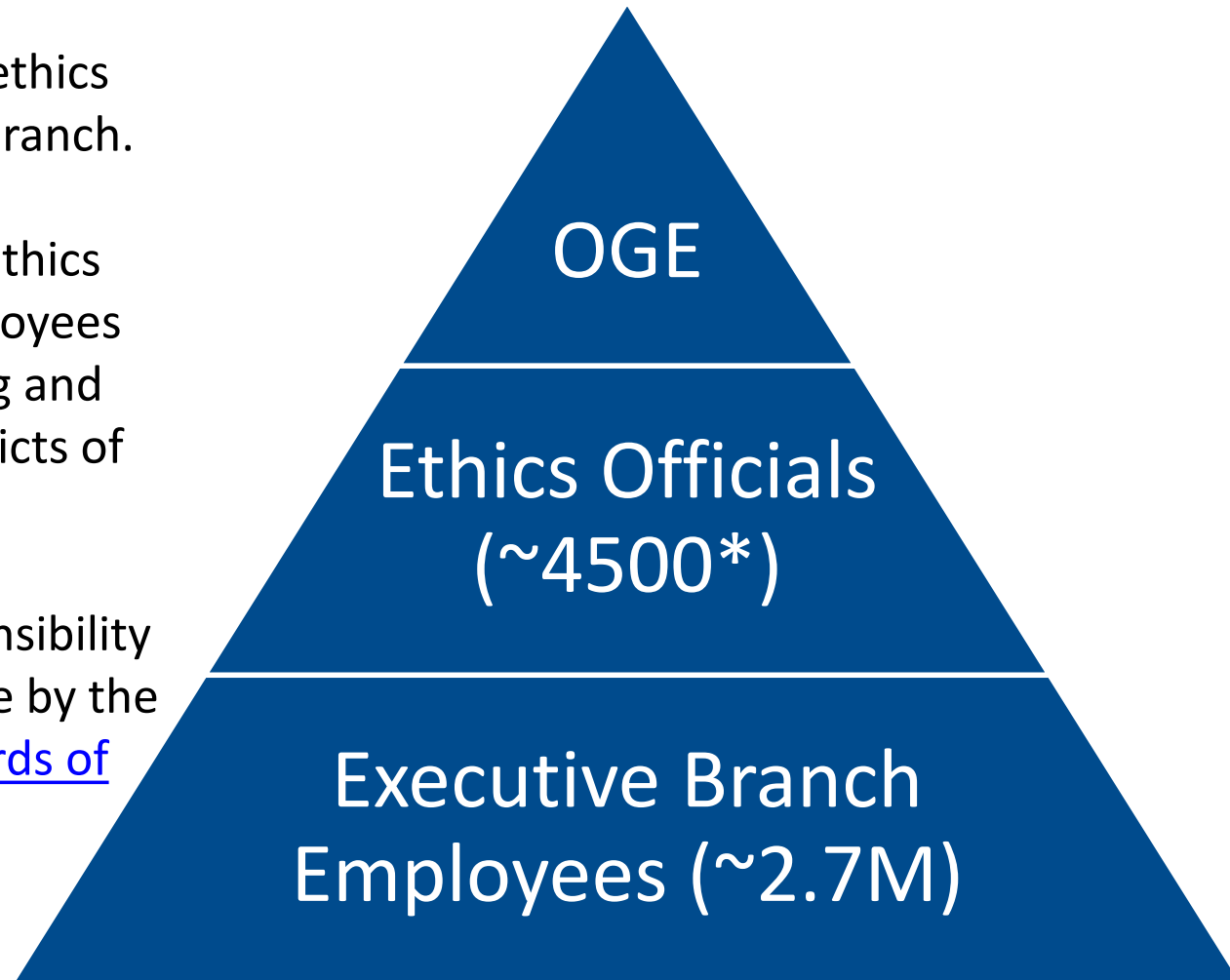
**137 executive  
branch agencies  
submitted  
questionnaires**

# ROLES & RESPONSIBILITIES

OGE is the supervising ethics office for the executive branch.

Each agency appoints ethics officials to provide employees assistance in identifying and resolving potential conflicts of interests.

Ultimately, it is the responsibility of each employee to abide by the ethics rules and [standards of conduct](#).



\*includes only those individuals who performed ethics duties 2 or more hours per week

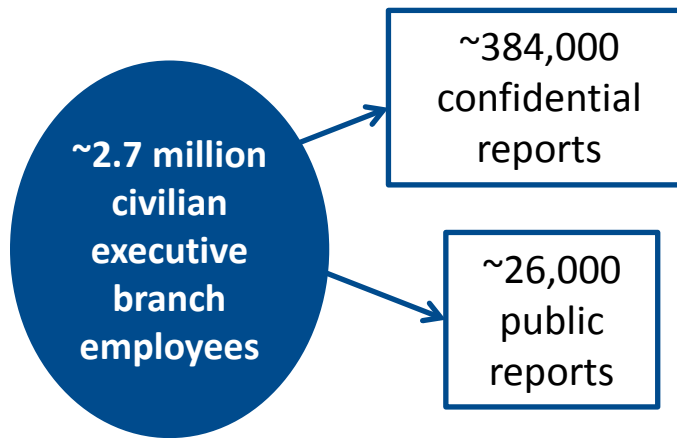
# TOOLS TO IDENTIFY AND RESOLVE POTENTIAL CONFLICTS OF INTEREST

## EDUCATION & TRAINING

Approximately **460,000** employees received Annual Ethics Training.

The majority of agencies include Initial Ethics Orientation as part of their agency's in-processing process.

## FINANCIAL DISCLOSURE



## ADVICE & COUNSELING

Most frequently asked questions by employees

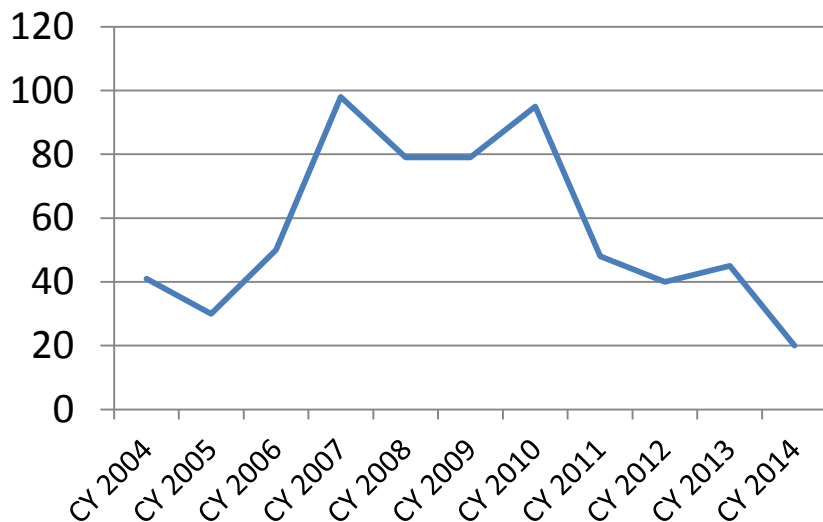


**Recusal is the most often used method to remedy a conflict of interest.**

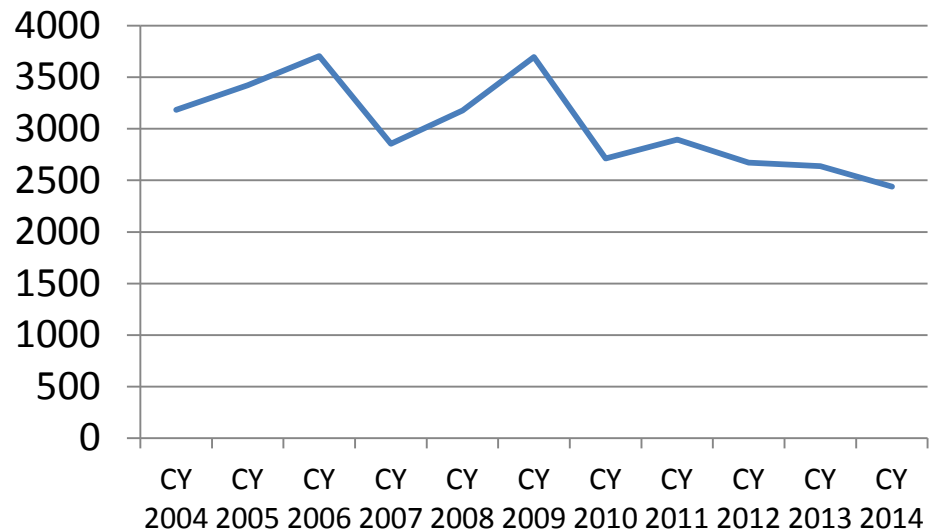
# ENFORCEMENT

OGE's mission is one of prevention. OGE does not adjudicate complaints, investigate matters within the jurisdiction of Inspectors General and other authorities, or prosecute ethics violations.  
For more information about enforcement, click [here](#).

# of disciplinary actions\* taken based wholly or in part upon violations of the criminal conflict of interest statutes, 18 USC 203, 205, 207, 208 and 209 in 2014.

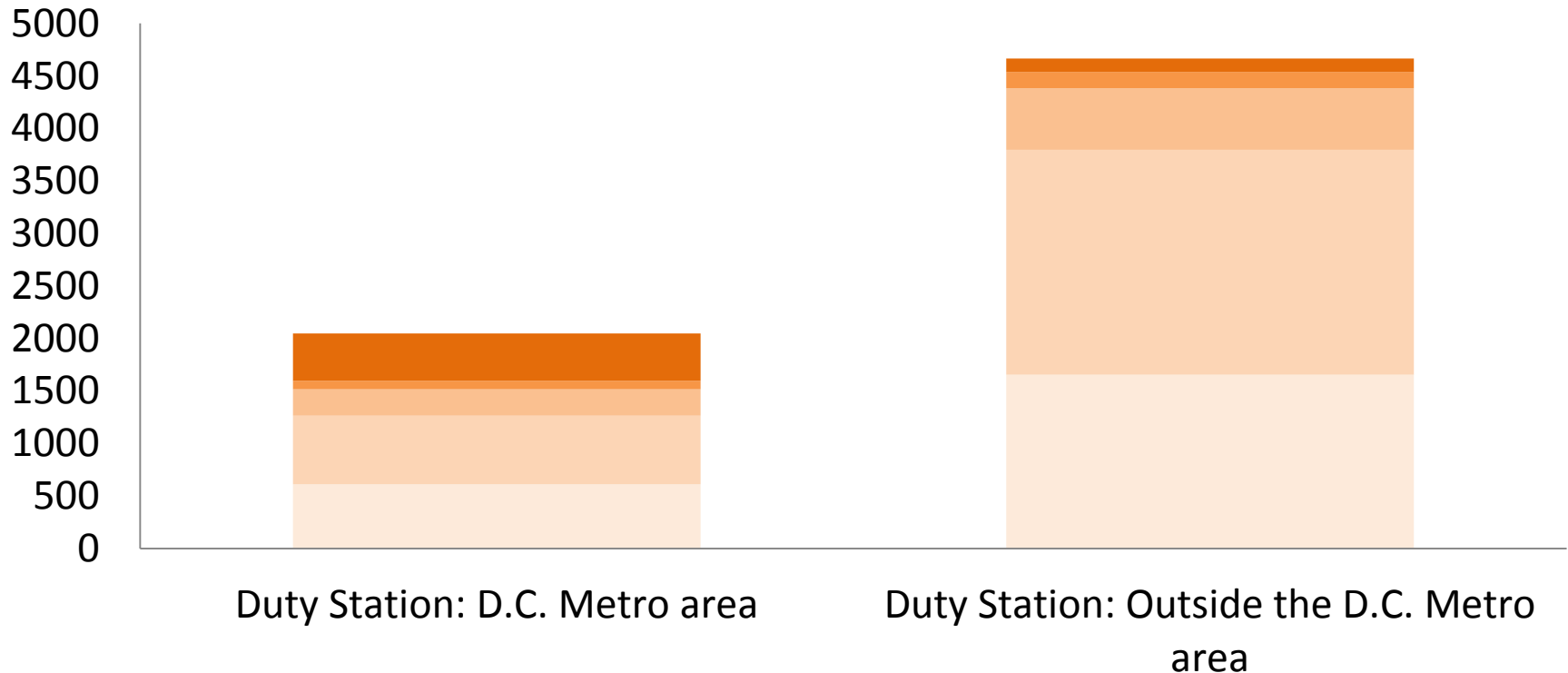


# of disciplinary actions\* taken based wholly or in part upon violations of the standards of conduct provisions (Part 2635) in 2014.



\*Disciplinary Actions include removals, demotions, suspensions, and written reprimands or their equivalents.

## How many employees performed ethics program duties in CY14?



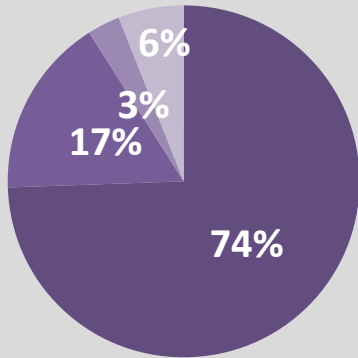
Less than 1 hour per week  
11-20 hours per week  
31-40 hours per week

2-10 hours per week  
21-30 hours per week

# Designated Agency Ethics Official = the most senior ethics official at an agency

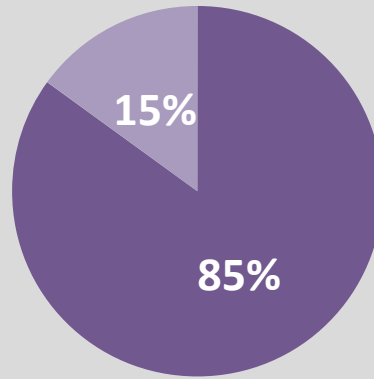
### % of time DAEOs spent on ethics

- 0-25%
- 26-50%
- 51-75%
- 76%-100%



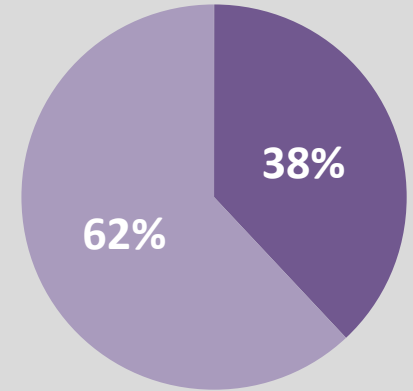
### Type of employee

- Career Employee
- Political Appointee

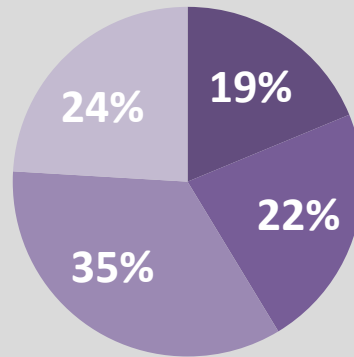


### % of "career" DAEOs eligible to retire

- Eligible
- Not Eligible



### # of years spent in DAEO position



- 10 or more years
- 5-9 years
- 1-4 years
- Less than 1 year

## General Information

<b>About OGE</b>	<a href="http://www.oge.gov/About/About/">http://www.oge.gov/About/About/</a>
<b>Organizational Chart</b>	<a href="http://www.oge.gov/About/Organization/OGE-Organizational-Chart/">http://www.oge.gov/About/Organization/OGE-Organizational-Chart/</a>
<b>Performance and Strategic Documents</b>	<a href="http://www.oge.gov/About/Management-Reports-and-Policies/Performance-and-Strategic-Docs/Performance--Strategic-Documents/">http://www.oge.gov/About/Management-Reports-and-Policies/Performance-and-Strategic-Docs/Performance--Strategic-Documents/</a>
<b>Important Dates and Deadlines</b>	<a href="http://www.oge.gov/Program-Management/Dates-and-Deadlines/Dates-and-Deadlines/">http://www.oge.gov/Program-Management/Dates-and-Deadlines/Dates-and-Deadlines/</a>
<b>Director's Notes</b>	<a href="http://www.oge.gov/Blog/Director_s_Notes/">http://www.oge.gov/Blog/Director_s_Notes/</a>
<b>International Activities</b>	<a href="http://www.oge.gov/About/International-Activities/International-Activities/">http://www.oge.gov/About/International-Activities/International-Activities/</a>

## Access to Records

<b>Forms Library</b>	<a href="http://www.oge.gov/Forms-Library/Forms-Library/">http://www.oge.gov/Forms-Library/Forms-Library/</a>
<b>Presidential Appointee and Nominee Records</b>	<a href="http://www.oge.gov/Open-Government/Presidential-Appointee---Nominee-Records/">http://www.oge.gov/Open-Government/Presidential-Appointee---Nominee-Records/</a>
<b>Program Review Reports</b>	<a href="http://www.oge.gov/Program-Management/Program-Review/Program-Review-Reports/Program-Review-Reports/">http://www.oge.gov/Program-Management/Program-Review/Program-Review-Reports/Program-Review-Reports/</a>
<b>Travel Reports</b>	<a href="http://www.oge.gov/Open-Government/Travel-Reports/Travel-Reports/">http://www.oge.gov/Open-Government/Travel-Reports/Travel-Reports/</a>

## Information Regarding the Ethics Laws and Regulations

<b>Ethics Laws and Regulations</b>	<a href="http://www.oge.gov/Laws-and-Regulations/">http://www.oge.gov/Laws-and-Regulations/</a>
<b>Standards of Conduct</b>	<a href="http://www.oge.gov/Laws-and-Regulations/Employee-Standards-of-Conduct/Employee-Standards-of-Conduct/">http://www.oge.gov/Laws-and-Regulations/Employee-Standards-of-Conduct/Employee-Standards-of-Conduct/</a>
<b>Legal Advisories</b>	<a href="http://www.oge.gov/OGE-Advisories/Legal-Advisories/Legal-Advisories/">http://www.oge.gov/OGE-Advisories/Legal-Advisories/Legal-Advisories/</a>

## Ethics Training

<b>You Tube</b>	<a href="https://www.youtube.com/user/OGEInstitute">https://www.youtube.com/user/OGEInstitute</a>
<b>Google+</b>	<a href="https://plus.google.com/112724308837600656840/posts">https://plus.google.com/112724308837600656840/posts</a>

## OGE News

<b>News Media</b>	<a href="http://www.oge.gov/Media-Resources/News-Releases/News-Releases/">http://www.oge.gov/Media-Resources/News-Releases/News-Releases/</a>
<b>RSS Feed</b>	<a href="http://www.oge.gov/Program-Management/Dates-and-Deadlines/RSS-Feeds/">http://www.oge.gov/Program-Management/Dates-and-Deadlines/RSS-Feeds/</a>
<b>Twitter</b>	<a href="https://twitter.com/officegovethics">https://twitter.com/officegovethics</a>