An Introduction to the Executive Branch Ethics Program
Helping HR professionals understand the rules and manage risk

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U.S. Office of Government Ethics
OGE Mission: Prevent Conflicts of Interest
4 million Executive Branch Employees
133 Agencies
5,700 Ethics Officials
80 Employees in OGE
Criminal Conflicts

201 Bribery
203 & 205 Representation
207 Post-Employment
208 Financial Interests
209 Supplemented Salary
Standards of Conduct
5 CFR 2635

100 Principles
200/300 Gifts
500 Impartiality
600 Seeking Employment
700 Misuse of Position
800 Outside Activities
Financial Disclosure

- OGE 278
- OGE 450
Handling Misconduct
EXECUTIVE BRANCH
Ethics Training

1.1 M
Managing Organizational Risk
What does Jason have to do with risk management?
Context Matters

1
What are the features of an at-risk organizational unit?
Where do we find risk?

• Punitive decision making environment
• Geographic isolation
• Where work affects outside entities
• Infrequent oversight
• Isolation from preventative guidance/infrastructure
When do organizations face the most risk?

- Increases in workload
- Nearing deadlines
- Change in leadership
- Reorganization
- Reductions in force
How can we use this information to manage risk?
Risk Management Strategies

• Periodic assessment
• Leveraging partnerships
• Strategic deployment of resources
• Timely interventions and training
  – Outreach to managers
  – Employee training
  – Ethics reminders
• “Game” response strategy

Can we identify at-risk employees?
A “Career Moments” Approach

Macro economic, market or production event that drives corporate and significant professional change.
Risk Management Strategies

• Enlist managers
  – Practice interventions
  – Identify risk
  – Ask for help
• Allocate education resources strategically
• Provide timely support and resources
Create a risk management action plan.
Summary

- OGE Mission
- Overview of the ethics rules
- Risk Management Strategies
Thank you!

If you have other questions, please contact us at:

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Works Consulted


2. Joseph W. Weiss; Ethics: A Stakeholder and Issues Management Approach, pg. 72, 2009

3. Corporate Executive Board; Maximizing Integrity at Key Career Moments A Better, More Cost-Effective Approach to Compliance and Ethics Outreach
   https://www.executiveboard.com/blogs/maximizing-integrity-at-key-career-moments/

   http://www.npr.org/2012/05/01/151764534/psychology-of-fraud-why-good-people-do-bad-things