



Council Approves Important Changes to the Code of Ethics: Resources Available Here

Several changes to strengthen the [Code of Ethics](#) were approved by city council on June 14, 2023. A few key amendments to 12A included: refinement of gift reporting exclusions; added a recusal requirement where substantial interest in a business entity exists; removed reporting exemption for certain city officials; amended the burden of proof for hearings to preponderance of the evidence.

The full text of the amended 12A is not published but you can access it [HERE](#). Coming soon, the full summary of recent changes to the Code of Ethics, as well as a one-page plain language guide.

Big Plans for Ethics Are Unfolding This Fall

The second phase of the newly formed Inspector General Division, promoting ethics, will get underway this fall in partnership with the City Attorney's Office and the City Manager's Office. The first phase, creation of the Inspector General division, included hiring Chief Integrity Officer Baron Eliason to train, communicate, and write advisory opinions. In parallel, the City Manager's Office hired Hai Tran as their ethics officer to liaison with the Chief Integrity Officer for more effective ethics training, communication, and awareness.

Baron and Hai have been collaborating closely on the promotion of ethics, which will include weekly email ethics quizzes, special programs each quarter, an ethics and diversity week in November, and plenty of ethics training. Later this year, a new Ethics Hub will be up and running to provide a central depository of ethics resources, education, and collaboration based on feedback from employees and city officials.

The process for reporting ethics violations is easy, available 24/7, confidential, and anonymous

The Inspector General Division is making it easier to file a confidential complaint that allows you to remain anonymous by creating a one stop shop for reporting violations of the Code of Ethics. Use the tip line. The initial report is handled by a third party to ensure that a reporter's anonymity is protected from disclosure. This is all a part of the inspector general's plan to strengthen ethics by simplifying the reporting process while protecting employees who report violations from retaliation.

If you know of or experience a violation of the Code of Ethics, you have three simple and confidential options – calling 877-860-1061, accessing the [weblink](#), or using the QR code below. If a complaint is made here but belongs elsewhere, it will be referred by the IGD to the correct department.



If you are motivated by reading these exciting developments, stay tuned as more is to come each month. Things to look forward to include an essay contest, an ethics and equity week, and opportunities to dig deeper into certain topics through training events. **Baron Eliason**, and the CMO ethics officer **Hai Tran**, would love to hear from you about ethics in the city. Also, feel free to request a special training event in your department on any part of the Code of Ethics by contacting baron.eliason@dallas.gov.