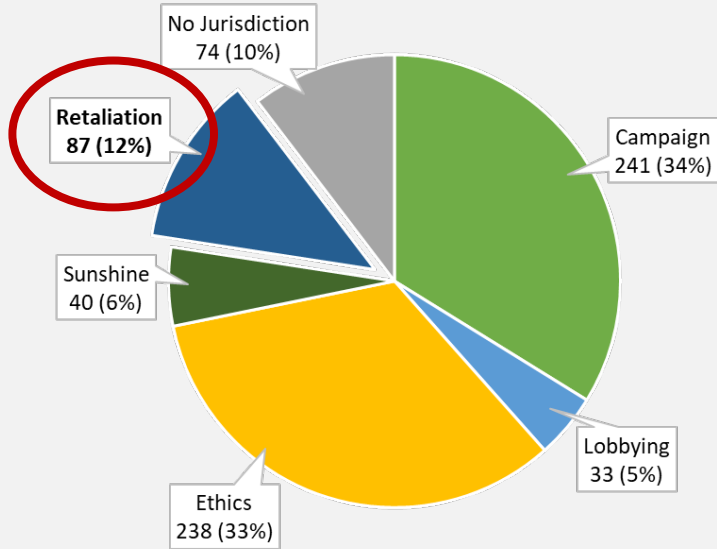


GOALS FOR ONGOING DATA COLLECTION AND TRANSPARENCY INTO WHISTLEBLOWER PROTECTION CASE ACTIVITY

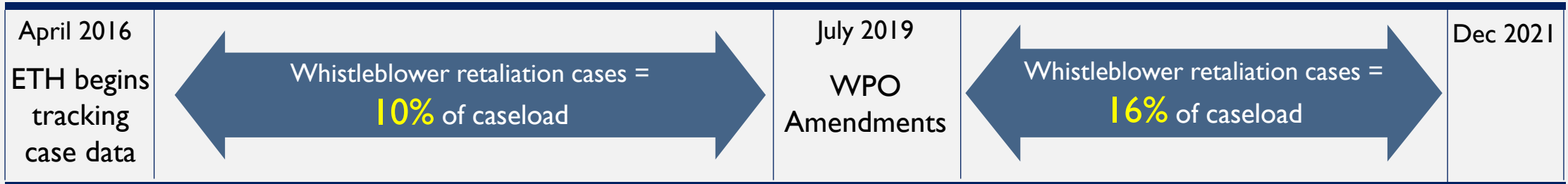
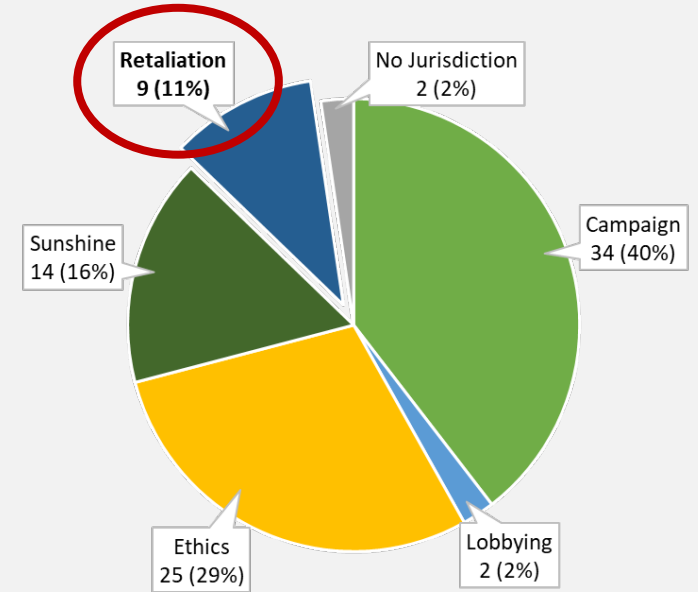
- Enables Ethics Commission Investigators to conduct regular and focused reviews of cases that have alleged Whistleblower retaliation and identify insights for future investigative work on similar cases.
- Promotes timely case resolution aligned with annual Enforcement Division Case Closure Plan by periodically reviewing case activity data against goals established for prioritizing and completing Whistleblower retaliation investigations among other cases.
- Contributes to knowledge sharing and capacity building in onboarding newer Investigators about Whistleblower retaliation protections afforded under City law at a time of growth in the Enforcement Division.
- Informs development of *Ethics@Work* program by surfacing general observations about areas of the law and/or supervisory or departmental practices that could be useful to address in training content and outreach materials.
- Provides opportunity for continued public and Commission engagement on ensuring effectiveness of City's Whistleblower retaliation protections.

CASE DATA ON RETALIATION INVESTIGATIONS WHISTLEBLOWER PROTECTION ORDINANCE

Overall
~2016-Dec 2021



Most Recent
July-Dec 2021



RECENT OBSERVATIONS

Matters Investigated July-December 2021

- Nine matters reviewed
 - More than half did not involve activities covered by the WPO. In these five cases the reported conduct therefore fell outside the Ethics Commission's jurisdiction to act
 - One investigation determined that whistleblowing activity did not lead to the alleged retaliatory action
 - Three cases remain under active investigation

LOOKING FORWARD

Upcoming Plans to Support Impact of City's Whistleblower Protections

- Collaborate on Whistleblower protection component with Ethics@Work team to improve awareness of Commission's investigative role and enhance knowledge about activities protected
- Provide annual reporting to support continued visibility into Whistleblower protections in the City, including underlying conduct Whistleblowers bring to light and alleged retaliatory actions they have faced
- Research possible impact of heightened Whistleblower retaliation penalties and possible ways to establish them to better match seriousness of violations and encourage reporting of retaliatory conduct