



## Board of Ethics, Department of Executive Services

### The King County Code of Ethics

#### *Helping Employees Make Ethical Decisions*

It's the fourth annual Ethics Quiz and Survey!

Take the challenge to test your ethics knowledge and tell us what you think about ethics in King County.

It's free! It's fun! It only takes 10 minutes! And it's confidential.

Your participation will help the Board of Ethics to better serve you. Questions? Call the Ethics Help Line at 296-1586.

For your answers to be included in the final report, please complete your quiz-survey by Friday, October 26, 2007.

THANK YOU!

Your personal responses are confidential, but group results will be made available at a later date.

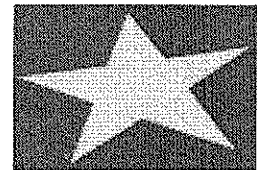
Good luck!

**1. You are a project manager and have lunch with the consultant from time-to-time. You have a friendly relationship with him and you take turns buying each other lunch. Is there any harm in that?**

- a. Yes. Other vendors may observe this exchange and assume this consultant will receive special treatment.
- b. No. The consultant regularly buys meals for customers and he should always buy your lunch out of gratitude for the contract.
- c. No. The lunches generally cost the same and the amount evens out over time.

**2. Carole plans to volunteer her time for a candidate for county elective office. She knows that two agency employees who report to her also support this candidate. May she ask them to work on his campaign on weekends and evenings?**

- Yes. The candidate needs all the help he can get.
- Yes. Since the work would be on their own time, the two employees can do whatever they want.
- No. These employees work for Carole and might feel uncomfortable saying 'no.'



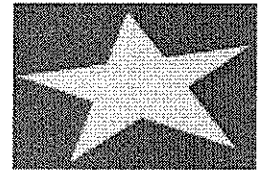
**3. I support a great non-profit organization that doesn't participate in county-sanctioned events. I want to hold a bake sale to raise money for its annual fundraiser in a county conference room. It's such a good cause! The room isn't being used and it's on my lunch hour. Is this okay?**

- Yes, if it is a really good cause.
- No, since it isn't official county business and the room isn't available to the general public in the same way.
- Yes, since other employees have been holding fund raisers in the conference room.



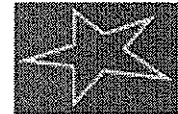
**4. It is the holiday season and a vendor has brought a fruit basket to you and your co-workers. What should you do with it?**

- Yum! Chow down!
- Send the vendor a polite thank you note in hopes that they send more.
- Donate it to a local charity.
- Return it to the vendor.
- Both c. and d. are acceptable.



**5. For some time now, Ramona has noticed that two co-workers are using a county vehicle to run personal errands, take coffee breaks, or go out for lunch for an hour or two. Something tells her that this isn't a good use of the county car. What should she do?**

- Ignore it. It's none of her business.
- Talk the matter over with her supervisor.
- Contact the ethics office for advice.
- Both b. and c. are acceptable.



**6. As a county employee, Jerry works with a firm doing business with his agency. The firm loves Jerry's work and wants to talk with him about leaving the county and coming to work for them. What should Jerry do?**

- Notify his supervisor of this potential conflict of interest.
- Tell the firm that he can't discuss this opportunity while he is working with them on county business.
- Meet with them over drinks after work - what he does on his own time is his business.
- a. and b. are both required.

**7. The right place to file an ethics complaint is with the Board of Ethics.**

- True
- False

**8. Before coming to work at the county Michelle had a small consulting firm doing**

**similar work. She learned through her job that another county agency needed a vendor to provide related training. Michelle may have a conflict of interest. What do you think?**

- Michelle has an unfair advantage since she heard about the job through her work at the county, and since she knows through her employment those who will make the decision.
- Michelle works hard both for the county and her own business and she should be allowed to bid for the consulting job.
- Michelle is just using good business sense and is aggressively seeking new opportunities.

**9. Within the past year, have you observed an ethics violation?**

- Yes  No

**10. If yes, did you report it?**

- Yes
- No
- N/A

**11. If you did report the violation, were you satisfied with management's actions to resolve it?**

- Strongly agree
- Agree somewhat
- No opinion
- Disagree somewhat
- Strongly disagree

**12. If you didn't report the violation you observed, why didn't you?**

- Your identity might not be kept confidential.
- Your supervisor probably wouldn't take action.
- Your co-workers might find out and disapprove.
- You wouldn't want to be known as a 'snitch.'
- Other

**Your department**

- Adult and Juvenile Detention
- Assessments
- Community and Human Services
- County Council

- Development and Environmental Services
- District Court
- Executive's Office
- Executive Services
- Judicial Administration
- Natural Resources and Parks
- Prosecuting Attorney's Office
- Public Health
- Sheriff's Office
- Superior Court
- Transportation

**Do you supervise others?**

- Yes
- No

**Questions? Comments?**

**I would like the ethics staff to contact me. Here is how I may be reached.**

**submit your answers**

For a copy of the King County Code of Ethics 3.04, you can [read the Code of Ethics online](#). For questions about this survey system, please contact Eric Maia at [eric.maia@kingcounty.gov](mailto:eric.maia@kingcounty.gov).

Materials provided by this office are available in alternate format for individuals with disabilities upon request. Call (206) 296-1586 for voice or TTY Relay: 711.

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