

PROPERTY EDUCATION IN THE LAND OF ENCHANTMENT



Ethics/EEO Advisory & Investigative Services

- Providing advisory services for questions concerning business conduct (e.g., accepting a gift) and other Code of Ethics and Standards of Conduct concerns.
- Conducting neutral and objective investigations into concerns related to potential violations of policy, values or processes. This includes examining allegations of waste, fraud, abuse, theft, other criminal activities and violence or threat of violence in the workplace.
- Conduct annual Ethics Awareness Training

Consultative and Investigative Services regarding questions, concerns or allegations in the following areas:

- **Compliance** including:
 - Charging Practices
 - Contracts
 - Records Falsification
- **Conflicts of Interest** including:
 - Gifts or Business Courtesies
 - Personal Relationships or Favoritism
 - Outside Business Activities
- **Employee Conduct** including:
 - Computer Misuse
 - Interpersonal Skills, Intimidation or Harassment (non-sexual)
 - Other Employee Conduct Issues (Corporate Values)

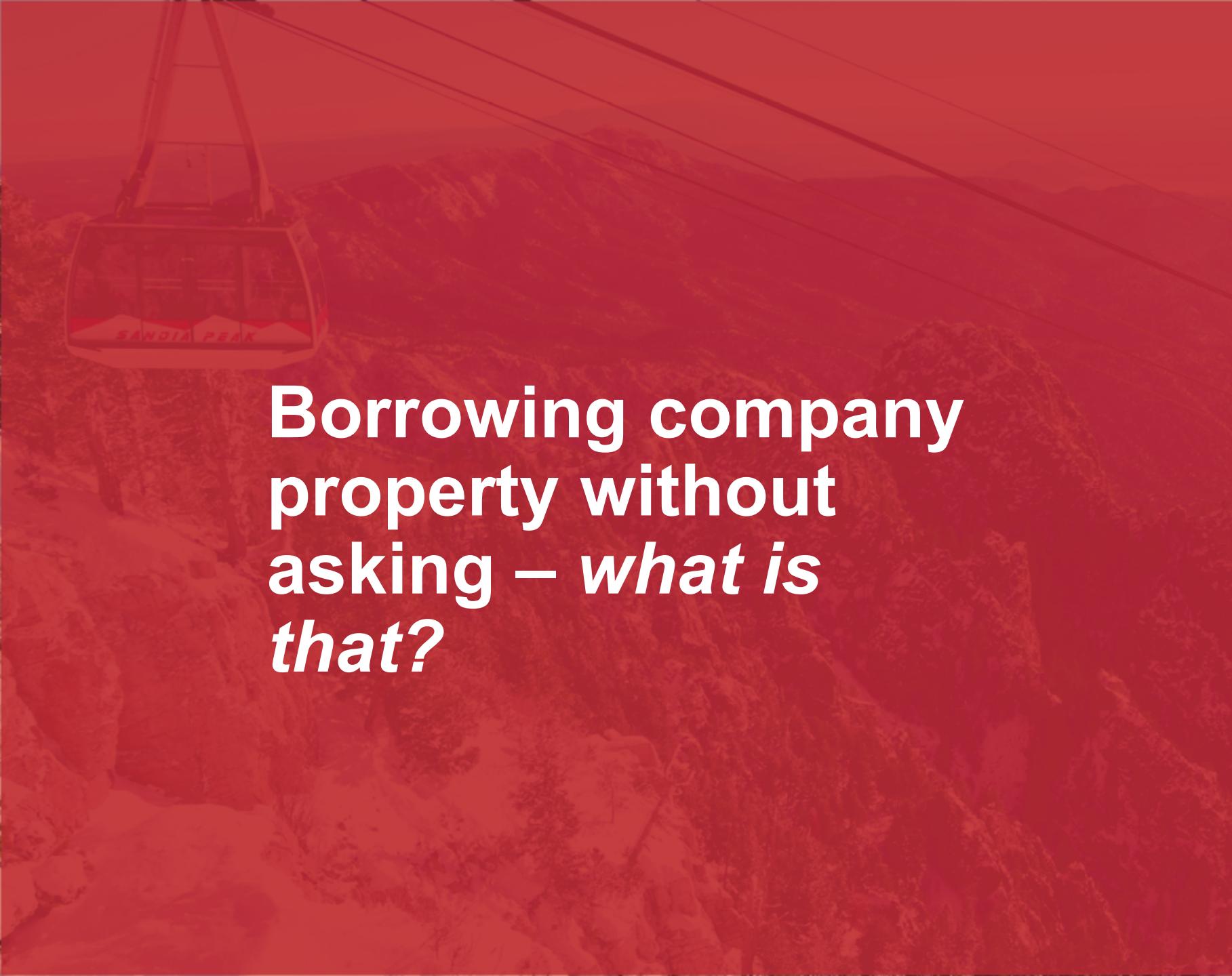
Consultative and Investigative Services – Cont.

- **Personal Conflicts of Interest including:**
 - Gifts or business courtesies,
 - Personal relationships or favoritism,
 - Outside employment or activities
- **Equal Employment Opportunity**
 - Discrimination, Harassment, and Retaliation
- **Leadership Attributes**
 - Failure to Respond or take action

A scenic view of the Sandia Mountains in New Mexico. In the foreground, a gondola lift with a yellow car is visible, suspended from a cable. The background shows the rugged, rocky peaks of the mountains under a clear sky.

Now....How does
this all relate to
property and what
you all do everyday?

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**Borrowing company
property without
asking – *what is
that?***

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Case Studies

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A scenic view of a mountain range with a cable car gondola in the foreground.

Questions?

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