



BETSY C. KELLER
El Paso County Chief Administrator

January 12, 2017

Dear El Paso County Employees:

At El Paso County we endeavor to provide a safe, productive and rewarding work experience. We value your thoughts and feedback and want to ensure you have appropriate mechanisms through which to share them.

We have engaged Ethical Advocate, an organization that specializes in advocating ethical culture and behavior in the workplace, to work with us in developing systems and communication to achieve integrity, ethical behavior, openness, and the ability to quickly react to suggestions, feedback, and unethical behavior in our workplace.

Ethical Advocate provides anonymous and confidential incident reporting through fully secure, encrypted website reporting pages. We know it can be difficult to report something that needs addressing, whether it is about a situation or a person. Employees and citizens in El Paso County need to feel secure that their concerns will be seen or heard; something will be done about it; and if they choose, their anonymity and confidentiality will be maintained.

Therefore, we would like to ensure that if you have thoughts or feedback or if you have seen or experienced Fraud, Waste, Abuse or Discrimination or Harassment at El Paso County, you have a way to report it anonymously and confidentially. You can submit a report via the web by going to our own reporting page on the Ethical Advocate site <https://epcounty.ethicaladvocate.com> and filling out the easy-to-use reporting form, or by calling their Call Center at 844-860-2665, the number assigned to us. Either way, your anonymity is guaranteed.

Prior to submitting a report to Ethical Advocate you should make the best effort possible to resolve the issue(s) through El Paso County's administrative process and/or supervisory management.

If, however, you believe it is best to submit your thoughts or to report an incident through our new mechanism you will remain anonymous, if you select that option. Your comments, suggestions, and valuable feedback will have a direct result to the success of our organization.

Best Regards,

Betsy C. Keller, SPHR
Chief Administrator