

Process	Sub-Process	What (Objective)	Why (Risk or Exposure)	RETURN TO MENU	How (Applicable Controls)	Control Number
F Human Resources, Compensation & Benefits	F7 Employee Ethics	Violations of the County's Business Ethics Policy are identified and investigated.	Ethics violations may not be investigated.		Allegations of ethics violations are reported to Internal Audit for investigation.	F7-1.1.1
		An employee that brings forward ethics-related concerns is held harmless, unless the concern is found to be intentionally deceiving or intentionally injurious to another employee.	An employee who brings forward a good faith concern is punished or faces retaliatory actions from other employees.		Employee confidentiality is strictly kept; names are only shared with the permission of the employee unless there is a possibility of physical harm or similar issue.	F7-1.1.2