



# 2025 ANNUAL REPORT

City of Atlanta  
Ethics Office





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## MESSAGE FROM THE ETHICS OFFICER

This year's Ethics Annual Report reflects an important shift in how we think about ethics in city government. In the past, our work often focused on individual programs, activities, and accomplishments from year to year. Today, our focus is broader and more forward-looking. We are working to build an ethics system that is modern, visible, and resilient enough to support ethical decision-making not only now, but well into the future.

Our 2025 theme — Building Trust Through Modern, Visible, Sustainable Ethics — captures this direction. Trust in government grows when people can see that ethical standards are clear, consistent, and supported by reliable systems. Over the past year, our office has concentrated on strengthening those systems so that ethics is not just something employees learn about, but something that is woven into everyday processes, services, and decisions across the City.

A major part of this work has involved updating and improving the tools that help employees understand and follow ethical rules. We have expanded digital reporting resources, increased automation in monitoring and disclosure processes, and continued to make ethics guidance easier to access. These changes help reduce confusion, improve accuracy, and make it easier for employees and officials to do the right thing the first time, rather than correcting problems after they occur.

We have also focused on making ethics more visible — both inside the organization and to the public. When ethics systems are transparent and easy to understand, they help build confidence in how government operates. Our diligent outreach, communications, and engagement efforts are designed to explain not only what ethics rules require, but why they matter for fairness, accountability, and public trust.

Another important part of our progress has been helping ensure that ethical expectations remain steady and sustainable, even as people, roles, and priorities change. By embedding ethics into hiring, onboarding, training, disclosure procedures, and decision-making processes, we are building an approach that will endure over time rather than depend on any single person or moment.

I am grateful to our elected officials, employees, and community partners for their ongoing commitment to integrity in public service. Together, we are building a culture, and an infrastructure, where ethics is not only upheld, but clearly visible as a core part of how our City earns and maintains public trust.

In the year ahead, we will continue strengthening automation, improving practical training and guidance, and finding new ways to make ethics more accessible and understandable for everyone who serves — and everyone we serve.

This report highlights how these efforts are helping the City move from short-term program milestones toward a stronger, more resilient ethics foundation. The systems we are building today are intended to support ethical governance across future administrations, workforce transitions, and new challenges.

Best regards,

A handwritten signature in black ink that reads "Jabu M. Sengova". The script is fluid and cursive, with the first letters of each word being capitalized and prominent.

Jabu M. Sengova, Ethics Officer

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**Our MISSION** is to build an ethical culture and promote awareness for the City of Atlanta and its constituents through guidance, transparency, and accountability to prevent conflicts in the delivery of government services.

**Our VISION** is to be a leader in ethical excellence by empowering people to make the right decisions and fostering the public's trust.

”





# KEY ACHIEVEMENTS



## PUBLIC OUTREACH

- 1 The Ethics Office held its first annual Ethics Week, featuring a panel of guest speakers who were ethics professionals from across the Southeast, pop-up events at the Atlanta airport, and citywide virtual ethics games.
- 2 The Ethics Office was involved in planning and organizing the 2025 Council on Governmental Ethics Laws (COGEL) Annual Conference, hosted in Atlanta, which featured a broad spectrum of attendees from national and international jurisdictions.

## PROGRAM MANAGEMENT

- 1 Our office's case management system is a powerful end-to-end solution for our investigative efforts. Initial implementation of the system has already resulted in a significant positive effect on the daily operations of Ethics Office investigators. The system serves as a secure and dependable platform that enables investigators to navigate complex investigations with ease. Investigators can streamline workflows, minimize operational risks, and enhance compliance. These aspects are especially crucial when dealing with sensitive matters that demand careful attention to detail.

We have enjoyed a productive and collaborative partnership with the vendor, and we are excited to continue refining our processes and boosting system performance together. Our team is dedicated to leveraging these tools effectively, driving meaningful, long-term improvements that underscore our commitment to integrity, transparency, and accountability in our investigations.



### Remark from Vendor:

**"[The teams] work on the Case Management System... made the entire process more efficient, increased accuracy, reduced risk, and streamlined. It was a pleasure working with such an intelligent group of people, and I look forward to collaborating more in the future"**

**- Complete Discovery Source, Inc.**



## PROFESSIONAL DEVELOPMENT

- 1 Ethics Office staff members attended at least one conference.
- 2 One staff member received a Project Management Certificate from the Project Management Institute (PMI).
- 3 Staff completed Coursera certificates in subjects such as Privacy Laws and Data Protection, and Effective Compliance Programs sponsored by the University of Pennsylvania.

## OPERATIONS

- 1 **Renovation of Existing Office Space:** The Ethics Office has experienced significant growth in programs, projects, and staff, resulting in the need for additional space. To meet these expanding operational demands, the Office completed a renovation to accommodate more staff and improve storage capacity. Our upgraded workspace now supports the personnel required for essential functions such as Education, Enforcement, and Audit. A fully functional Ethics Office is vital to both public and administrative interests.
- 2 The Ethics Office constituted a new five-member Ethics Board, which will begin conducting business in 2026.



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# ETHICS ADVICE

# REPORT ON ETHICS ADVICE

A core function of the City of Atlanta Ethics Office is providing timely, practical guidance on the City's Code of Ethics. This advisory function is one of the City's most effective tools for preventing conflicts of interest, strengthening accountability, and promoting consistent decision-making across departments. In 2025, the Ethics Office continued to advance public confidence in city government by ensuring employees, officials, board members, and stakeholders had a reliable place to turn when ethical questions arose.

Throughout the year, the Ethics Office responded to 155 advice requests, with most requests answered within seven days. These requests often required careful application of the Ethics Code to real-world situations and day-to-day decision across city operations.

The most frequent advice topics in 2025 reflected common risk areas where clear guidance is especially important: (1) gifts and gratuities, (2) outside employment, (3) Conflicts of Interest, (4) Post-Employment, and (5) solicitations. By addressing these recurring issues, the Ethics Office helped employees identify potential conflicts early and make informed choices that protect both the individual and the City.

The advisory function is prevention focused. By encouraging employees and officials to "ask early," the Ethics Office helps resolve concerns before they become more serious issues. This year's advice activity also reflects an important indicator of broader impact: the number of advice requests declined from a little over 200 in the prior year to 155 in 2025. While advice volume can fluctuate based on city initiatives, staffing changes, and emerging issues, a year-over-year decrease can positively suggest that ethics expectations are becoming better understood and more consistently applied across departments, reducing uncertainty and the need for repeated clarification. At the same time, the Ethics Office observed that advice requests increased immediately following trainings, indicating that employees are engaging with the content and seeking clarification when it is most relevant. Together, these patterns reflect a strengthening ethics culture: fewer overall questions, but more timely, targeted questions and better decision-making.

## HIGHLIGHTS BY THE NUMBERS

**155** requests for written and verbal advice and for general information on ethics

**1** Formal Advisory Opinion

**1** Informal Advisory Opinion

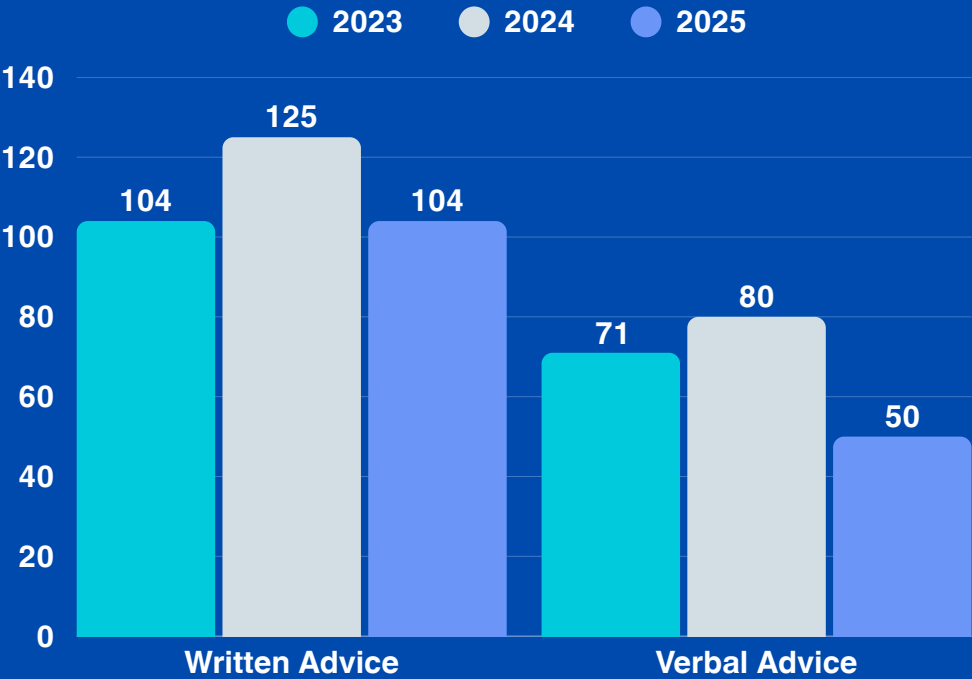
**4** Cease and Desists

**92%** of requests for advice were responded to within seven days

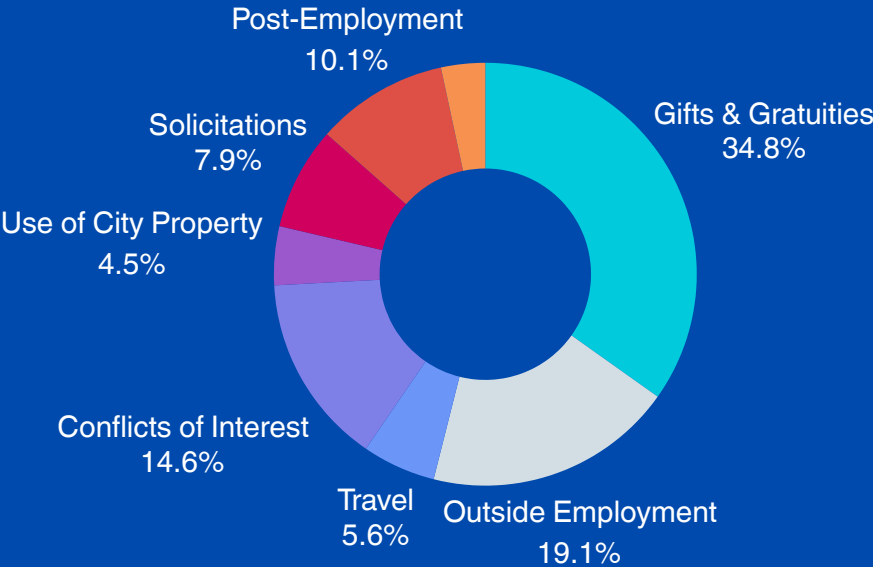
Looking ahead, the Ethics Office will further strengthen and expand its advisory function in 2026 by increasing the issuance of formal advisory opinions and published guidance on recurring questions and “advice of note,” particularly in the most frequent risk areas. By documenting clear answers to common scenarios and making that guidance easier to access through citywide communications, the Office aims to improve consistency across departments.

The Ethics Office’s advisory work supports ethical governance at its source, helping employees, officials, and stakeholders make informed decisions before problems arise.

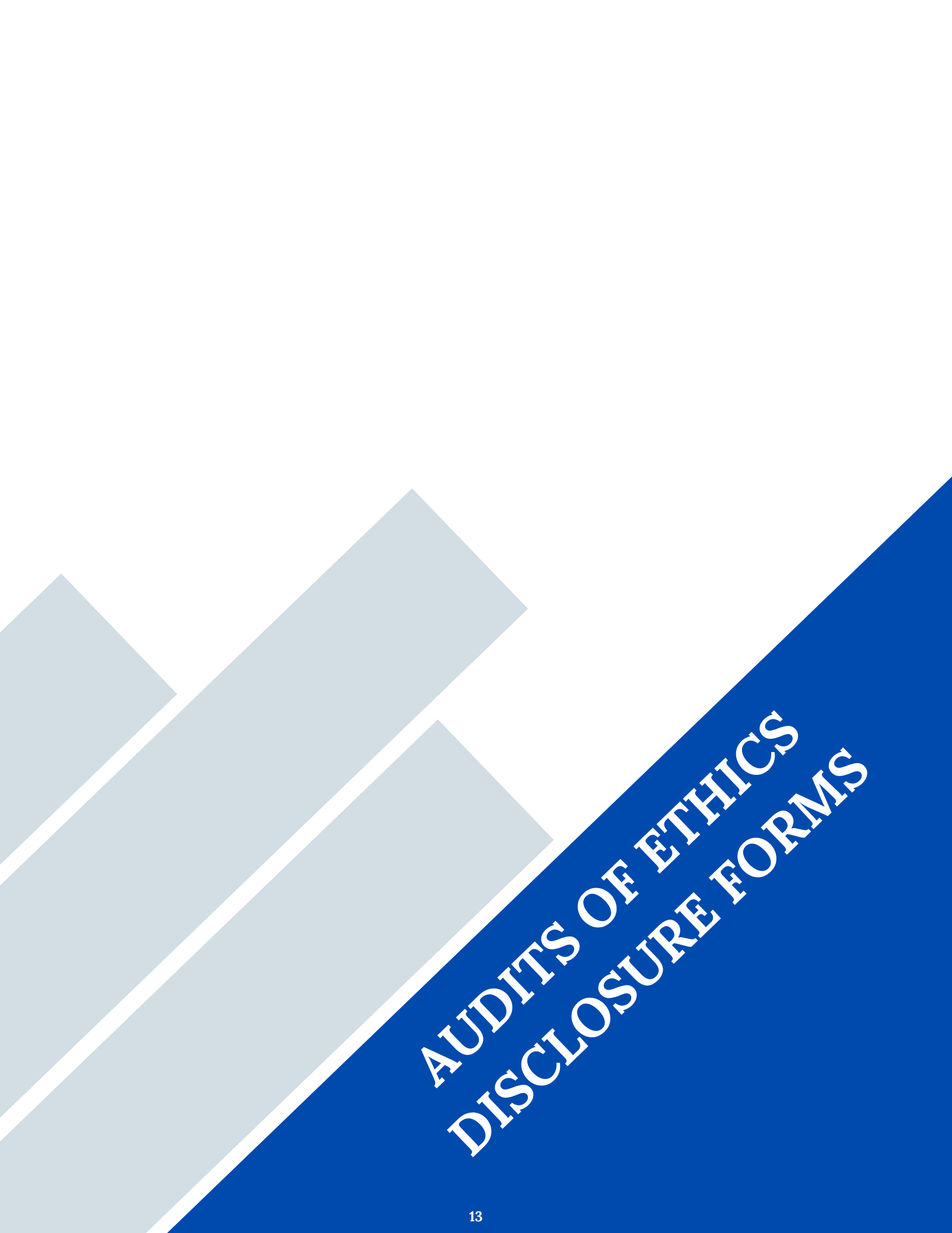
Written vs. Verbal Advice  
2023 – 2025



Top Subjects for  
Written Advice  
2025



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# AUDITS OF ETHICS DISCLOSURE FORMS

# HIGHLIGHTS BY THE NUMBERS

## 2024 Audit Report released May 2025

- 2,607 required filers submitted financial disclosure statements.
- Genie, our automated auditing bot, launched in 2024, transforming the process and expanding oversight capacity.
- 611 filers audited (23%) across three tiers.
- Tier 1: Elected officials and high-level employees.
- Tier 2: Employees in the Atlanta Police Department, Department of Watershed Management, and individuals flagged in prior audits.
- Tier 3: Members of selected boards, including the Public Safety Training Center Community Stakeholder Advisory Committee, License Review Board, Promotion Entertainment and Culture Task Force, Taxicabs and Vehicles for Hire Hearing Officers, and the Zoning Review Board.
- 29 filers received letters requesting clarification or amendments.
- 10 filers filed amended statements in response.
- One filer was referred to the Ethics Investigation Team for further review.
- Two filers had left city employment and required no further action.
- Genie reduced audit time to 15 minutes per statement, compared to months of manual review in prior years.
- The impact of automation resulted in an 800 percent increase in audits, growing from 300 manual audits to 2,563 automated reviews.
- 2024 report may be found at [www.atlantaethics.org](http://www.atlantaethics.org).
- 2025 Financial Disclosure Statements are currently being audited.

# AUDITING FINANCIAL DISCLOSURES: BUILDING TRUST THROUGH MODERN, VISIBLE, SUSTAINABLE ETHICS

Transparency is a cornerstone of ethical governance. Under Section 2-814 of the Code of Ethics, elected officials, certain employees, and city board members are required to file annual financial disclosure statements with the Ethics Office. These disclosures help safeguard public trust by identifying potential conflicts of interest and reinforcing accountability across city government.

## Modernizing Oversight: “Genie” in Action

Since 2017, the Ethics Office has audited a portion of filed disclosure statements to review for completeness and accuracy. In 2024, the Office introduced Genie, an automated auditing bot developed in partnership with a vendor and named in honor of Ginny Looney, Atlanta’s inaugural Ethics Officer. Genie represents a major modernization milestone by allowing the Ethics Office to move from sampling a percentage of filings to conducting a comprehensive review at scale.

## 2024: A Risk-Based Audit Model and Key Findings

In 2024, the Ethics Office used a three-tier audit approach for audits:

- **Tier 1:** Elected officials and high-level employees
- **Tier 2:** Employees in random departments as well as individuals flagged in prior audits
- **Tier 3:** Members of selected city boards

Of the 2,607 required filers, the Ethics Office audited 611 statements across these tiers. Common findings included omissions in required sections (including Section 5), unreported outside entities, and unlisted board memberships. Corrective actions ranged from clarification outreach and amended filings to, in one instance, referral to the Ethics investigations team for further review.

## **Genie's Impact and Outcomes**

Genie has changed what is possible in the disclosure review process. Months of manual work can now be completed in approximately 15 minutes per statement, increasing audit capacity by more than 800%, from roughly 300 manual audits to 2,563 automated reviews. Genie systematically flags potential discrepancies and reportable issues, such as inconsistencies related to outside interests, family member transactions with the city, omitted investments, and job classification errors.

## **2025: Expanded Oversight and Reviews**

In 2025, Genie audited 100% of financial disclosure statements, eliminating the tiered approach and ensuring comprehensive review across the full filing population. By comparing current submissions to prior years' disclosures, Genie strengthens oversight and supports more reliable monitoring, reinforcing the city's commitment to transparency and ethical governance. The 2025 audit is well underway and is scheduled for completion in the first quarter of 2026.

From a targeted, risk-based audit model in 2024 to full-scale auditing in 2025, the Ethics Office has significantly expanded its oversight capacity through Genie. This modernization delivers greater consistency, transparency, and accountability in the city's financial disclosure process, strengthening public trust in Atlanta's governance.



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# FINANCIAL DISCLOSURE

## HIGHLIGHTS BY THE NUMBERS



Achieved a **95** percent timely filing rate with **2797** persons required to file the 2025 City Financial Disclosure Statement and a **96** percent overall filing rate.



Awarded **27** Transparent Diamond Awards and **37** Board Award Certificates honoring compliance with the City's Financial Disclosure law.



Collected **\$1,275** in filing penalties (Deposited in City of Atlanta General Fund)

### **BUILDING TRUST THROUGH MODERN, VISIBLE, SUSTAINABLE ETHICS: FINANCIAL DISCLOSURE IN 2025**

The City of Atlanta requires officials, employees, and board members to file an annual financial disclosure statement, a process managed by the Ethics Office. This requirement is more than a compliance exercise; it is a cornerstone of ethical governance that strengthens transparency and public trust.

By ensuring that financial interests are transparent to the public, the Ethics Office empowers citizens to understand potential influences on decision-making and identify conflicts of interest. Public access to this information creates an environment of openness and accountability, reinforcing the integrity of city operations and deepening trust between leadership and the community.

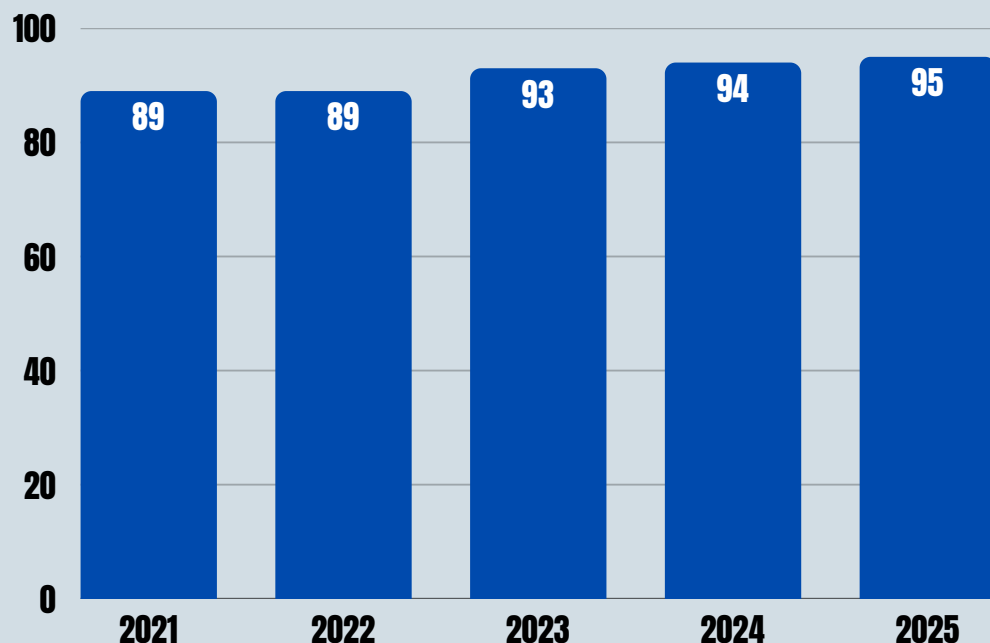
In 2025, the Ethics Office focused on making this system smarter, more accessible, and more sustainable. Genie, the automated auditing bot, was fully integrated into the filing process, providing real-time oversight and improving accuracy across all submitted statements. Staff refined the list of required filers to better capture positions with heightened conflict-of-interest risk and expanded filer support through updated Standard Operating Procedures, enhanced phone and email assistance, and targeted training. To increase accessibility, the team also hosted multiple onsite E-file sessions in addition to the annual E-file Day.

The impact of these efforts is clear. The City achieved a **95%** timely filing rate among 2,797 required filers and a **96%** overall filing rate. All departments and most boards exceeded 90% compliance, demonstrating the effectiveness of automation, training, and leadership engagement. Audits performed by the Ethics Office, supported by Genie, reinforced accountability and strengthened confidence in the system. In recognition of outstanding compliance, 27 Departments earned Transparent Diamond Awards, and 37 Boards earned Award Certificates. The Ethics Office also collected \$1,275 in filing penalties, which were deposited into the City of Atlanta General Fund.

This progress reflects a deliberate strategy: building a *sustainable ethics infrastructure* that adapts as people and priorities change. Through technology integration, streamlined processes, and collaborative partnerships with city leadership, the Ethics Office is institutionalizing ethics excellence for the long term. These improvements are not just operational for the office; they are shaping a culture of lasting transparency and accountability.

## City Financial Disclosure Statement

### Timely Filing Rate (%)



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# INVESTIGATIONS AND ENFORCEMENT

## HIGHLIGHTS BY THE NUMBERS

- Received **162** Integrity Line Reports and **79** additional complaints
- Referred **105** matters to other agencies/departments for further review/investigation and received **143** report backs on previously referred matters
- Opened **10** investigations into potential violations of the ethics code
- Closed **12** ethics investigations resulting in seven **Final Decisions** issued where ethics violations were found
- Assessed **\$9,215.22** in sanctions in ethics matters and collected **\$2,101.87** in fine payments to date (Deposited in the City of Atlanta General Fund)

## INVESTIGATIONS AND ENFORCEMENT

The Ethics Office's investigation and enforcement function is a core component of the city's commitment to ethics and accountability. The Ethics Office investigates all ethics complaints within its jurisdiction, applying principles of due process, thoroughness, and even-handed accountability. This structure promotes confidence in the Ethics Office's work and deters misconduct by city officials, employees, contractors, and vendors.

Through effective and reliable investigations, the Office may identify broader ethics or compliance issues that inform improvements across various city operations. Objective investigative findings provide valuable guidance to city leadership, support sound ethical decision-making, and enhance institutional integrity. Collectively, these efforts contribute to a city government that operates more effectively, maintains public trust, and fulfills its responsibility as a steward of public resources.

# REPORT ON THE INTEGRITY LINE

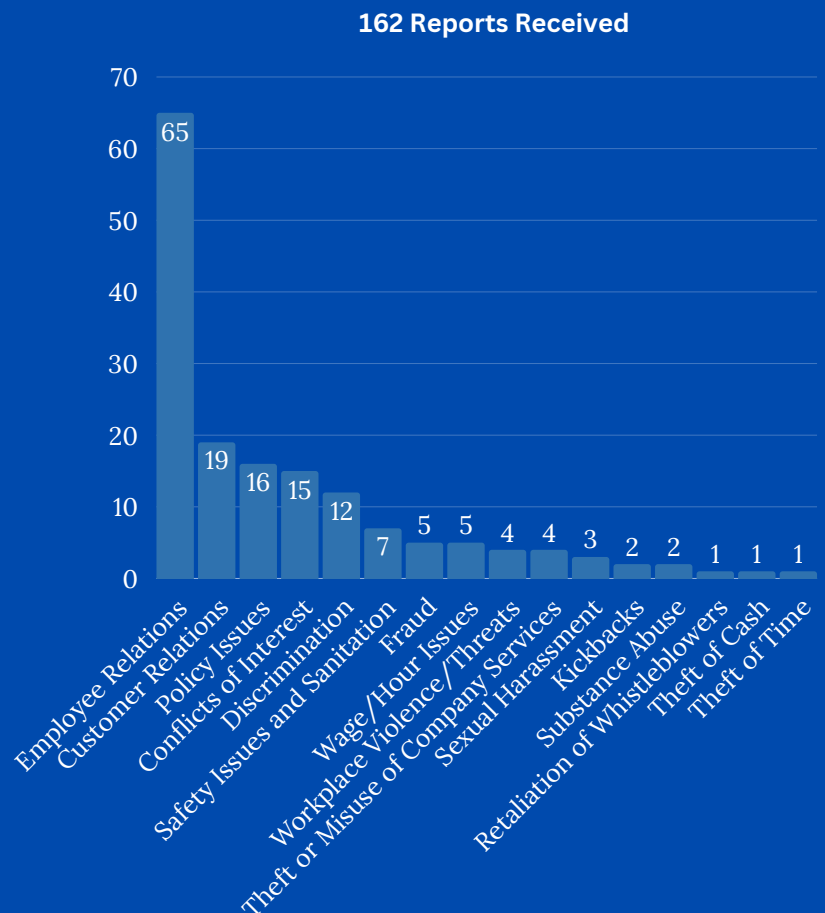
The City's Integrity Line is a 24-hour, seven-day-a-week reporting system that allows individuals to submit concerns online or by phone. All Integrity Line reports are reviewed by Ethics Office investigators to determine whether they involve potential violations of the City of Atlanta Code of Ethics. Reports that fall outside the Ethics Office's jurisdiction are referred to the appropriate city department or external agency, which is required to report its findings and any corrective actions back to the Ethics Office.

In 2025, the Ethics Office received 162 Integrity Line reports, consistent with reporting levels in 2024 and 2023. This sustained level of reporting reflects the Ethics Office's continued education and outreach efforts, as well as the trust developed among reporters, the Ethics Office, and other city oversight entities. When individuals are confident that their concerns will be reviewed thoroughly and addressed appropriately, they are more likely to come forward. As a result, the Integrity Line remains a critical tool in advancing integrity, transparency, and accountability throughout city government.

## INTEGRITY LINE REPORTS RECEIVED (PHONE AND WEB)



## TOP REPORTING CATEGORIES BY PRIMARY ISSUE TYPE (%)



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# TRAINING AND OUTREACH EFFORTS

# HIGHLIGHTS BY THE NUMBERS



City-wide Ethics training  
eLearning Course - achieved an  
**87.3** percent completion rate by  
city employees

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Conducted in-person training  
sessions for various off-site city  
departments

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Provided live/hybrid/virtual  
ethics training to city officials,  
employees, board members,  
contractors and vendors

**9,116** Total Individuals trained

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Attended **54** Pre-bid  
conferences hosted by the  
Department of Procurement and  
attended by prospective city  
contractors/vendors



Published **three** *Ethics in  
Action* newsletters, including  
the Winter Holiday Gift  
Reminder

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Sent out city-wide email blasts  
throughout the year to  
promote ethics awareness

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Provided year-round program  
updates and ethics  
tips/reminders using the  
Ethics Office's LinkedIn and  
Twitter social media accounts



# REPORT ON ETHICS TRAINING

The Ethics Office continues to prioritize an ethical workplace and the reinforcement of a culture of integrity where ethical decision-making is the standard throughout City government. Through ongoing training for City employees, officials, and contractors/vendors, the Office strengthens understanding of the standards of conduct established in the City's Code of Ethics. Our training program emphasizes sound judgment and accountability, equipping individuals with practical guidance to recognize ethical risks early, ask the right questions, and respond appropriately in the course of their duties.

In 2025, the Ethics Office further strengthened its training program by building on the successful updates implemented in the prior year to the City's mandatory online ethics eLearning course. Enhancements such as modernized voiceovers and interactive, call-and-response-style learning elements helped ensure the training remained engaging while continuing to reflect the real-world situations employees are most likely to encounter. The revised materials were designed to be clear, relevant, and practical, supporting employees in applying ethics requirements with confidence.

These improvements were accompanied by sustained, high levels of employee participation in the City's annual ethics training requirement.

In 2025, the City achieved nearly **90% completion rate** for the annual ethics training requirement, continuing a strong trend of high engagement with the program.

Beyond compliance, the Ethics Office observed increased attentiveness to ethical considerations among employees, particularly facility-based employees who work at City locations outside centralized offices, including greater awareness of when to pause, seek guidance, and raise concerns before issues escalate.

To ensure broad access and meet departments where they are, the Ethics Office provided training in multiple formats, including in-person, hybrid, and virtual sessions, while maintaining a consistent focus on realistic scenarios and practical decision-making.

In-person instruction remained an essential component of the overall training strategy. During the reporting period, the Ethics Office hosted 15 in-person training sessions, which included a range of targeted offerings such as department-requested trainings, Ethics Code refresher sessions, and in-person sessions supporting the City's mandatory annual ethics training requirement for employees with limited access to technology.

As part of these efforts to reduce barriers to compliance and ensure equitable access to training, the Ethics Office delivered in-person mandatory annual training sessions for employees in the following departments: Department of Parks and Recreation (PRC), Department of Public Works (DPW), Department of Public Works–Fleet (DPW–Fleet), and the Department of Transportation (ATLDOT). These sessions helped ensure that facility-based employees could receive the required training in an accessible format while still engaging in meaningful discussion and real-world application.

The Ethics Office also continued to strengthen its “front-end” ethics education efforts by presenting at the **New Employee Orientation** sessions hosted by the Department of Human Resources. These sessions help ensure new hires begin their city service with a clear understanding of the Ethics Code, available resources, and expectations for ethical conduct. In addition, the Ethics Office continued to support the Department of Procurement (DPR) by delivering ethics presentations for potential bidders during pre-bid conferences, providing guidance on the key ethics rules that apply when doing business with the City. In 2025, the Ethics Office presented at 54 pre-bid conferences, reinforcing fairness, transparency, and compliance in the City’s procurement process.

Feedback from these trainings provided valuable insight into where additional clarity or examples would be helpful for both in-person and online instructional materials. Collectively, the Ethics Office’s training initiatives deepen understanding of ethical responsibilities, promote consistent expectations across city operations, and support early intervention to reduce the risk of misconduct.

Looking ahead to 2026, the Ethics Office plans to expand the use of innovative tools, including AI-supported training development, to further enhance the quality, accessibility, and effectiveness of ethics education across the City.

“ Our collaborative efforts have led to the successful launch of the “FY25 City of Atlanta Code of Ethics” annual compliance self-paced training, supported by your team’s excellent in-person sessions for employees with limited computer access. As 2025 comes to an end, we are pleased to report an impressive 87.21% completion rate, surpassing our 85% benchmark. We are grateful for the opportunity to work together and look forward to continued success and further achievements with the Ethics Team in 2026.

— Atlanta Department of Human Resources

# REPORT ON PUBLIC OUTREACH AND EDUCATION

In 2025, the Ethics Office advanced its **public outreach and education** objectives by strengthening engagement with city employees, stakeholders, and the broader public through targeted education and strategic communications. These efforts focused on increasing visibility of the Office's mission, improving access to ethics resources, and reinforcing the City's commitment to transparency and ethical governance. By engaging employees in person and online, the Ethics Office increased awareness of ethics standards and integrated ethics education more fully into city operations.

A major accomplishment in 2025 was the successful launch of the City of Atlanta Ethics Office's inaugural **Ethics Week**. Designed to elevate ethics from a compliance requirement to a citywide culture-building initiative, Ethics Week created multiple entry points for employees to connect with ethics resources in an approachable, engaging way. The week kicked off with a "*Meet the Ethics Office*" breakfast, which gave employees the opportunity to meet and greet Ethics Office staff in a relaxed setting, build familiarity with the team, and learn more about available ethics resources. This type of direct, personal engagement helped humanize the Office's work and reinforced the message that the Ethics Office is an accessible partner in ethical decision-making.

Ethics Week also included two **pop-up outreach events** at offsite locations, bringing ethics information directly to employees working outside centralized office settings and expanding access to staff and resources. In addition, the Office hosted a *Fireside Chat Lunch & Learn* with leading ethics professionals and educators, attended by over 100 employees. The event provided a high-value forum for real-world conversation about ethical leadership, accountability, and the practical challenges public servants face. By creating space for dialogue, rather than one-way messaging, the Lunch & Learn helped reinforce ethical decision-making as an everyday responsibility and strengthened trust in the Ethics Office as a resource for guidance and education.

To encourage sustained participation throughout the week, the Ethics Office hosted a week-long trivia competition and department leaderboard, concluding with recognition of the top three department winners and the overall top participating employee. This format promoted consistent engagement over several days, reinforced core ethics concepts in an accessible way, and demonstrated that ethics education can be both meaningful and motivating.

# REPORT ON PUBLIC OUTREACH AND EDUCATION

Importantly, the structure established a scalable model for ongoing engagement that can be repeated and expanded in future years.

The Ethics Office also strengthened its digital outreach by expanding its presence on *LinkedIn* as a primary communications channel. Throughout 2025, the Office increased the frequency and consistency of posts highlighting ethics education, resources, and key initiatives. LinkedIn proved to be an effective platform for amplifying Ethics Week programming, sharing educational messages in real time, and increasing awareness of our services—helping reach employees, stakeholders, and community partners with timely reminders and practical guidance. This consistent public-facing communication also supported transparency by providing regular visibility into the Office’s work and reinforcing the City’s commitment to integrity in public service.

The Ethics Office contributed to broader ethics education and visibility beyond city operations through its involvement in planning and organizing the 2025 **Council on Governmental Ethics Laws (COGEL) Annual Conference**, hosted in Atlanta on December 7–10, 2025. The conference brought together a broad spectrum of ethics and compliance professionals from national and international jurisdictions, creating an opportunity for Atlanta to help convene and participate in cross-jurisdictional dialogue on ethics, compliance, and good-governance practices. Supporting this event reinforced the city’s commitment to leadership in ethical governance.

Collectively, these outreach and education efforts strengthened the Ethics Office’s visibility and approachability, increased engagement with ethics programming, and reinforced a culture of integrity that extends beyond compliance. By combining accessible, relationship-based engagement during Ethics Week with consistent digital communication, and contributing to major professional convenings like COGEL, the Ethics Office expanded its capacity to connect with employees and the public, supporting ethical governance through education, awareness, and sustained trust-building.



# FUTURE GOALS



## Our Impact Today and Looking Ahead

The Ethics Office is deeply committed to upholding the highest standards of ethical conduct. Our ethics program is designed to foster a culture of integrity, trust, and accountability, guiding our actions and decisions across all levels of the organization. We are proud to be the gold standard for other ethics offices, boards, and commissions.

### Highlights of Our Ethics Program

#### 1. Commitment to Integrity

- Every decision and action we take is underpinned by our core values of honesty, fairness, and transparency.
- We strive to build trust with our stakeholders by consistently adhering to ethical practices.

#### 2. Ethics Training and Awareness

- We provide extensive ethics training to all employees, ensuring they are well-versed in our Code of Conduct and understand their role in maintaining ethical standards.
- We host interactive workshops and seminars to address common ethical dilemmas and promote ethical decision-making.

#### 3. Ethical Leadership

- We encourage ethical leadership at all levels, with senior management leading by example and reinforcing the importance of ethical behavior.
- We develop training sessions to support officials and employees in navigating ethical challenges and fostering a culture of integrity.

#### **4. Reporting and Accountability**

- We have implemented robust mechanisms for reporting unethical behavior, such as our anonymous hotline (Integrity Line) and online reporting tools.
- We ensure thorough investigation and resolution of reported incidents, maintaining transparency and accountability throughout the process.

#### **5. Community and Social Responsibility**

- We engage in initiatives that reflect our strong ethical values through community engagement, social messaging, and relevant events.

## **Future Goals**

### **Modernizing the Ethics Website and Public Access**

The Ethics Office is preparing to launch a redesigned Ethics website that improves how employees, officials, and the public access ethics information and services. The updated site features a modern interface, streamlined navigation, mobile-friendly design, and expanded options for online filing and resources. These enhancements will strengthen accessibility, increase user engagement, and support more efficient, user-centered online services across the organization.

### **Streamlining the Delivery of Ethics Advice**

The Ethics Office is exploring ways to streamline the delivery of timely advice and guidance to city personnel through modern tools such as AI and chatbot features integrated into the new ethics website. The goal is to reduce the time required to address advice requests by leveraging technology to assist with research and data synthesis, tasks currently performed manually. Implementing these tools, along with enhanced interactive FAQs, will help minimize routine inquiries, allowing the office's advisory staff to research complex issues, and provide well-informed opinions on critical matters.

## **Expanding Automated Oversight Through Genie**

In 2024, the Ethics Office launched Genie, an automated auditing bot that transformed the financial disclosure review process by significantly expanding oversight capacity and improving consistency across all tiers of filers. By 2025, Genie enabled the Office to conduct comprehensive, full-coverage audits of every financial disclosure statement, allowing for systematic review of key risk areas, including:

- Discrepancies in outside sources of income
- Year-over-year comparisons of family member transactions with the City
- Omissions of investment information by elected officials and high-level employees
- Verification of job category accuracy to ensure proper classification
- Automated review of all financial disclosure statements, replacing the prior limited sample model

## **Strengthening Ethics Education and Organizational Culture**

The Ethics Office is refining and expanding its educational programming to deepen partnerships across city departments to integrate ethics education into everyday operations. These efforts include the expansion of Ethics Week programming, the implementation of innovative e-learning tools to deliver targeted training to employee groups, and the deployment of a refreshed citywide online training course. We will also expand the use of innovative AI-supported tools to further enhance the quality, accessibility, and effectiveness of ethics education and training development.

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## Website and Social Media

Stay updated with our latest news, announcements, and insights by following us online:



**[www.atlantaethics.org](http://www.atlantaethics.org)**



**City of Atlanta Ethics Office**



**@COAEthics**

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# Ethics In Action



## CONTACT US

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