

AGENDA ITEM DETAILS

Subject: *Discussion and Training regarding Ethics

Background:

The Employees Retirement System of Texas (ERS) Personnel Policy and Procedure Manual requires employees to perform their duties in an ethical manner. ERS staff and management work diligently to maintain and promote an ethical work environment. All new employees receive ethics-related training during new hire orientation from the Deputy Executive Director & General Counsel (DED&GC) who serves as the ERS Ethics Officer. Employees are encouraged to discuss issues with their supervisors or Human Resources or to directly contact the DED&GC to address any concerns or questions they may have. Employees may also use the ERS Intranet site to anonymously report any alleged ethics violations. Any report will go to the DED&GC, the Director of Human Resources, and the Director of Internal Audit. All reports will be investigated.

In addition, all ERS staff are required to complete annual ethics training, and the ERS Investment Policy requires all members of the ERS Board of Trustees and Investment Advisory Committee, as well as certain ERS investment-related staff, to receive ethics training annually. All ERS employees, including all investment-related staff, successfully completed ethics training this past fiscal year.

The ethics training for board and IAC members will be presented by Dr. Robert Prentice, Chair of the Business, Government & Society Department and faculty director of the Ethics Unwrapped ethics video series from the University of Texas at Austin, McCombs School of Business.

This agenda item is presented for informational purposes only. No action is necessary.

**ERS is accredited by the State Pension Review Board (PRB) as a Minimum Educational Training (MET) sponsor for Texas public retirement systems. This accreditation does not constitute an endorsement by the PRB as to the quality of our MET program. This agenda item may be considered in-house training provided by ERS to board trustees and the system administrator for purposes of fulfilling the MET program requirements. ERS is an accredited sponsor of MET for its system administrator and trustees for continuing education.*

ATTACHMENTS:

1. Slides – Ethics Training