

The Metropolitan Water District of Southern California

Statement of Values

In our pursuit of “**Excellence**” as responsible stewards,
we are committed to the following values:

Integrity

We will conduct ourselves in an honest, fair, considerate, and trustworthy manner as to demonstrate professionalism and ethical business practices.

Stewardship

We will be responsible for our actions and are accountable to the public and each other for providing service and value by demonstrating stewardship of:

- The public’s health and safety
- The public’s funds
- Our natural environment
- Our workforce resources
- Our region’s water resources

Open Communication

We will communicate in an open, timely, candid and shared manner, recognizing the value of diverse points of view. We will strive for continual improvement of all communication processes to inform, empower, build trust, create shared experiences and enable personal growth.

Diversity

We value the differences that are derived from diverse backgrounds, experiences and cultures of the communities we serve, and we commit to actively seek and integrate that diversity into all levels of our workforce to ensure that our activities are based on creative and responsive viewpoints.

Leadership

We value leaders and leadership skills. We encourage employees to be role models who inspire and motivate others. To foster an environment that develops skilled and satisfied leaders we need to:

- Be positive role models
- Walk the talk
- Encourage and reward leadership
- Support innovation/remove barriers

Teamwork

We value teamwork as a core philosophy in all our activities. Teamwork requires:

- Mutual respect and trust
- Participation of all individuals
- Sharing knowledge and information
- Support for one another

We will be successful as a Team when we are successful as individuals and we will be successful as individuals when we Succeed as a Team.



*We will continue to pursue excellence
by self-assessment and continuous improvement.*

Ethics

Metropolitan's Ethics Office assists the agency, its directors, officers and employees in fulfilling the district's mission in an ethical manner. The Ethics Office does that through enforcement of ethics-related laws and policies; by providing education so that directors, officers, and employees understand what is expected of them in terms of compliance and ethical behavior; and by working with the board of directors and with other departments to enhance Metropolitan's ethical culture.

In 1995, Metropolitan's board of directors and executive team identified six core values to guide the organization: integrity, stewardship, diversity, leadership, open communication and teamwork. Metropolitan is working at its best when its decisions reflect those six core values. The Ethics Office, as it is currently organized, came into being in fall 2003 with the hiring of the current Ethics Officer. Since then, the Ethics Office has grown to include two full-time professionals and a full-time support person in addition to the Ethics Officer.

The Ethics Office has created a two-tier enforcement process that includes an informal intake level where expressions of concern are examined and either referred to a more appropriate venue for resolution, or resolved through Ethics Officer conversations with the person expressing concern and immediate supervisors. Credible allegations of violation of ethics laws or policies trigger a more formal process, under the direction of the Inquiry & Review Committee, when informal resolution is not appropriate or possible. That committee, comprised of executive management and directors, works in consultation with the Ethics Officer and General Counsel. Findings from this committee can result in disciplinary action for employees,

