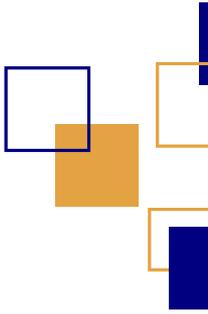




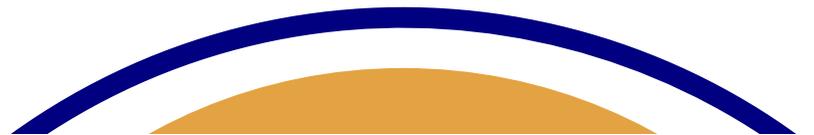
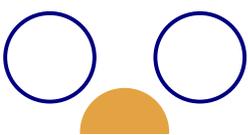
New Orleans Ethics Review Board

BOARD MEMBER **HANDBOOK**

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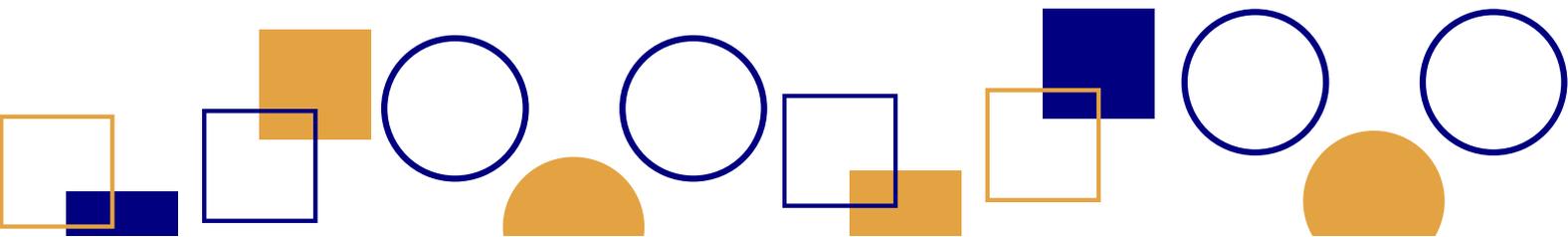
WELCOME MESSAGE

Welcome to a one-of-a-kind experience as a sitting member of one of the City of New Orleans' most vital oversight boards!

The Ethics Review Board strives to maintain fairness and transparency within the municipal government.

Your appointment means that you possess the skill set and qualifications to function as a public servant in service to the citizens of this great city.

We are honored to have your unique expertise and perspective on board and hope that you will have a tremendously rewarding experience during your time of service.



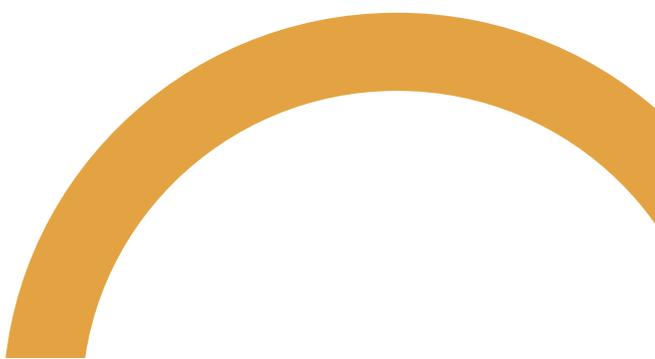


MISSION

The Ethics Review Board is authorized by the Code of Ordinances for City of New Orleans to administer and enforce the provisions of the Code of Ethics of the City.

The Code of Ethics was established to remind each public official and employee that individually and collectively, public officials and employees must adhere to high ethical standards not simply to avoid sanctions or criticism. It applies to all officials of the government of the city, whether elected or appointed; all employees, whether classified or unclassified; and all members and employees of all boards, agencies, commissions, advisory committees, public trusts, and public benefit corporations of the City. Any person may file a complaint concerning violations of the Code of Ethics with the Ethics Review Board.

The Ethics Review Board works cooperatively with the Office of Inspector General and the Office of the Independent Police Monitor, and receives periodic reports of findings and recommendations from those offices.



OUR HISTORY

1995

The City of New Orleans Home Rule Charter was amended following a city council ordinance, creating and empowering an ERB to issue advisory opinions, promulgate rules regarding interpretation and enforcement of the Code of Ethics, retain counsel, and impose fines. These changes became part of the Charter on January 1, 1996.



2007

Post-Hurricane Katrina, then mayor of New Orleans, C. Ray Nagin, selected a nominee from each of the universities within the city, and appointed the last seat. The presidents of the following universities each submitted a name for nomination: Dillard University, Loyola University of New Orleans, Tulane University, Southern University New Orleans, Xavier University, and the University of New Orleans. After all nominees were taken, the city council voted to confirm the mayors selections. The first meeting of the newly established ERB was held on January 26, 2017 at Xavier Univeristy, with Kevin Wm. Wildes serving as the Chair of the first Board.

2007

A request for the position of Inspector General received final approval by the Civil Service Commission. Following a nationwide search, candidates were interviewed by the ERB in June 2007, resulting in the selection of the city's very first Inspector General, Robert A. Cerasoli, who began service on September 1, 2007.

OUR BOARD

7

There are seven volunteer members who serve staggered terms of seven years each.

APPOINTMENTS

Six members are appointed by the mayor from lists of three nominees each submitted by the presidents or chancellors of Dillard University, Loyola University, Southern University in New Orleans (SUNO), Tulane University, University of New Orleans (UNO), and Xavier University. The seventh member is appointed by the mayor. Each appointment is subject to the approval by a majority of the members of the City Council.





OUR STAFF

DANE CIOLINO

EXECUTIVE ADMINISTRATOR AND GENERAL COUNSEL

Dane S. Ciolino serves as A. R. Christovich Distinguished Professor of Law at the Loyola University New Orleans College of Law, where his teaching interests include Professional Responsibility, Evidence, Advocacy, and Criminal Law. He is the editor of the weblog Louisiana Legal Ethics, and the book Louisiana Legal Ethics: Standards and Commentary. Professor Ciolino graduated cum laude from Rhodes College in 1985, and magna cum laude from Tulane Law School in 1988, where he was inducted into Order of the Coif and selected as Editor in Chief of the Tulane Law Review. After graduation, he clerked for the United States District Court, Eastern District of Louisiana, and practiced law at Cravath, Swaine & Moore LLP in New York City, and Stone Pigman Walther Wittmann LLC, in New Orleans.

P: (504) 975-3263

E: Dane@DaneCiolino.com

W: daneciolino.com.





OUR STAFF

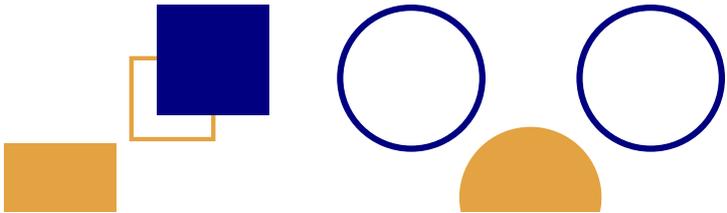
JORDY STIGGS

CERTIFIED ETHICS TRAINER

Jordy C. Stiggs has served in Senior Training and Development roles for more than a decade, with large and mid-size organizations across the Greater New Orleans area and in his hometown of Houston, Texas. Mr. Stiggs graduated *cum laude* from Texas Southern University in 2012, and *magna cum laude* with a Master of Science degree in Organizational Learning and Technology from Texas A&M University in 2016. Along with maintaining an active membership role within the Association for Talent Development, Jordy is a dedicated community mental health advocate and provides peer support within several mental health support groups.

P: (504) 658-8625

E: Jordy.Stiggs@nola.gov.



WHAT YOU MUST KNOW



PUBLIC MEETINGS LAW

All board action must be taken in public meetings. While it is permissible to confer with one or two board members individually, any gathering larger than that to discuss board matters must be done at a public meeting. A "public meeting" is one that has a public agenda that is posted 24 hours before the meeting and at which the public is invited to attend. The board cannot conduct public meetings via Zoom unless an emergency exists. The board's public meetings are typically held in City Council Chambers or, if that venue is not available, at a public library.



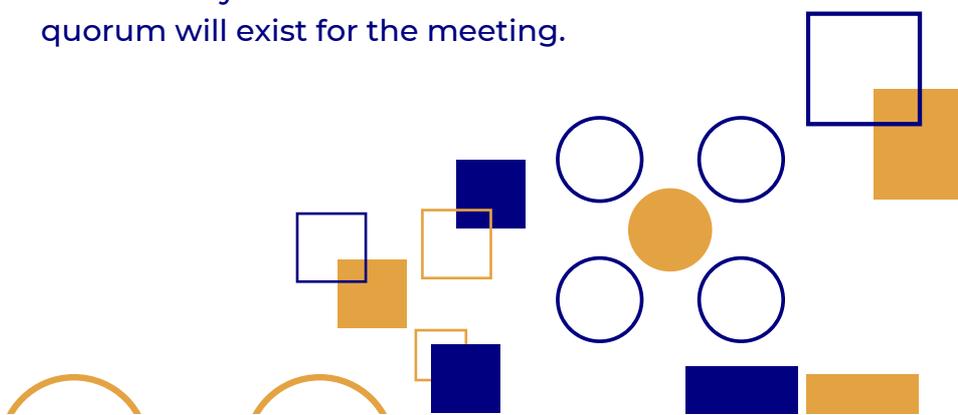
PREPARATION FOR BOARD MEETINGS

Board members should review the agenda and all attachments prior to the board meeting. This includes monthly reports from the OIG, OIPM, and Ethics Trainer, as well as a draft of the minutes from the previous board meeting. In addition, the agenda will include any other items the board will consider at the public meeting.



CONFIRMING ATTENDANCE

If you will not attend a scheduled board meeting, please let the chair and the EA know immediately so that we can evaluate whether a quorum will exist for the meeting.



WHAT YOU MUST KNOW



ANNUAL FINANCIAL DISCLOSURES

All elected officials, as well as certain members of boards and commissions, are required to file a personal financial disclosure statement with the Louisiana Board of Ethics by **May 15th** of each year.

Please ensure that disclosure form 'Tier 2.1' is completed and submitted.
* Completion instructions will accompany the form.

The form is located on the Ethics Review Board website (Fig. 1) or may be obtained as a fillable PDF directly from the state ethics website, www.ethics.la.gov (Fig. 2).

Submission Options:

Fax: 225-381-7271

Mail: Board of Ethics, P.O. Box 4368, Baton Rouge, Louisiana 70821

Scan and Upload: <https://eap.ethics.la.gov/FileUpload> [Recommended]

City of New Orleans Ethics Review Board

The screenshot shows the Louisiana Ethics Administration Program website. The navigation menu includes Home, News, Meetings, Complaints, Resources, Board, and Contact. A dropdown menu for Resources is open, showing options: Annual Training and Financial Disclosures for ERB Members, Awards, Ethics Liaisons, and Standards. A red arrow points to the 'Resources' link in the main menu, and another points to the 'Annual Training and Financial Disclosures for ERB Members' option in the dropdown. The main content area features a banner for the Louisiana Ethics Administration Program with the state seal. Below the banner is a navigation bar with Home, General, Disclosure, Campaign Finance, Lobbying, and Training. A dropdown menu for Disclosure is open, showing options: View Reports, Reporting Tiers for Elected Offices, Disclosure Forms, FAQs, Applicable Laws, View Failure to File List, View Outstanding Fines, File Upload, and PFD E-File. A red arrow points to the 'Disclosure' link in the main navigation bar, and another points to the 'Disclosure Forms' option in the dropdown. A third red arrow points to the 'File Upload' option in the dropdown. The page also displays a 'Recent News' section with a notice about the deadline for lobbyists to file reports for 2021.



ANNUAL FINANCIAL DISCLOSURE FORM

LOUISIANA BOARD OF ETHICS
 Mail: P.O. Box 4368, Baton Rouge, LA 70821
 Fax: 225-381-7271
 Upload: <https://eap.ethics.la.gov/FileUpload>

(ANNUAL) TIER 2.1 PERSONAL FINANCIAL DISCLOSURE STATEMENT

THIS REPORT COVERS CALENDAR YEAR: _____

- ORIGINAL REPORT
- AMENDED REPORT
- I currently hold an office that would require me to file a Tier 3 Personal Financial Disclosure Statement. As such, I have completed SCHEDULE D.

Name of Filer (print full name) _____
 Mailing Address: _____
 City, State, Zip: _____

Name of Board/Commission (no abbreviations): _____
 Date of Appointment: _____
 Date Appointment Expires: _____

Name of Spouse (if applicable) (print full name): _____
 Spouse's Occupation: _____
 Principal Business Address: _____
 City, State Zip: _____

CHECK ONE:

- Neither I, nor any member of my immediate family, have a personal or financial interest in any entity, contract, or business, or a personal or financial relationship, that in any way poses a conflict of interest, which would affect the impartial performance of my duties as a member of the board or commission.
- I have attached a statement describing any conflicts, and actions I am taking to resolve or avoid the conflicts.

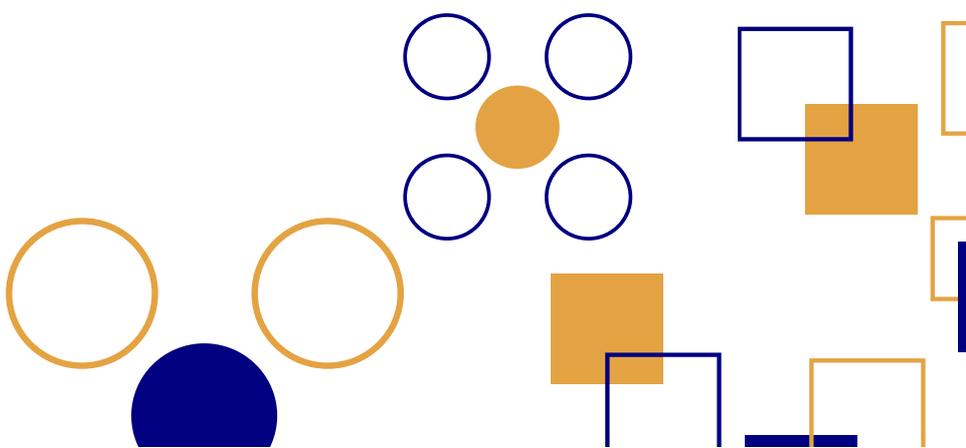
- Check all that apply:
- I have filed my state income tax return for the previous year.
 - I have filed for an extension of my state income tax return for the previous year.
 - I have filed my federal income tax return for the previous year.
 - I have filed for an extension of my federal income tax return for the previous year.

NOTE: La. R.S. 42:1124.2.1 does not provide you the opportunity to request an extension in filing your personal financial disclosure statement.

Certification of Accuracy

I do hereby certify that the information contained in this personal financial disclosure statement is true and correct to the best of my knowledge and belief.

Signature of Filer



ANNUAL EDUCATION REQUIREMENTS

ETHICS

The Ethics Review Board supports its mission of creating a culture of ethics within the city by providing on-site and on-demand ethics training, led by training coordinator, Jordy Stiggs.

Ethics training is provided across the city to municipal employees and departments, local boards and commissions, and any private organizations within the city. Training is typically conducted in person, but webinar sessions are also available by request. Each city department is assigned a liaison who supports ethics initiatives by ensuring that their respective divisions achieve 100% completion of annual ethics training and disseminating all ethics information that comes from the Ethics Review Board of both the city and the state.

Mandated annual ethics training must be completed by all public servants, including board and commission members, by **December 31st of each calendar year. Periodic notification and instructions for completion will be given by the training coordinator as the date approaches. The online ethics education program may be found at the following link: <https://laethics.net/EthicsTraining/login.aspx>

PREVENTING SEXUAL HARASSMENT

The City of New Orleans is committed to providing a workplace that is free of sexual harassment. Sexual harassment is defined as “unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.” As mandated in CAO Policy Memorandum No. 141(R) and as set forth in Ordinance No. 27795 M.C.S., all City employees are required to complete a minimum of one hour of education and training on preventing sexual harassment during each full calendar year of their public employment or term of office. Supervisors are required to complete two hours of training.

Mandated annual sexual harassment prevention training must be completed by all public servants, including board and commission members, by **December 31st of each calendar year. Periodic notification and instructions for completion will be given by the training coordinator as the date approaches.

THE OFFICE OF INSPECTOR GENERAL

HISTORY

New Orleans voters approved a charter provision to establish an Office of Inspector General in 1996; ten years later, Councilmember Shelley Midura led a post-Katrina reform-minded City Council in creating the Office with the passage of [City Code §2-1120](#).

The establishing legislation clearly delineates the purpose of the Office of Inspector General:

The purpose of this section is to establish a full-time program of oversight to prevent and detect fraud, waste and abuse, and to promote efficiency and effectiveness in city programs and operations. This oversight includes audits, criminal and administrative investigations, inspections and evaluations, and monitoring.

Guaranteeing operational independence from the legislative and executive branches of City government, the ordinance states that the OIG shall not be “prevented, impaired, or prohibited from initiating, carrying out, or completing any audit, investigation, inspection or performance review.”

The ordinance and the [Home Rule Charter](#) of the City of New Orleans define the scope of the OIG’s oversight activities to include “all entities subject to the jurisdiction of the Office of Inspector General” and broadly delineate its jurisdiction to include all “entities of City government or entities receiving funds through the City.”

In 2008 a charter amendment established permanent funding for the OIG; the Office shall receive an annual appropriation from the Council of 0.55% of the City’s General Fund beginning in 2016.

Guaranteed funding, broadly defined scope and jurisdiction, and operational independence ensure the OIG’s ability to fulfill its mandate.



THE OFFICE OF INSPECTOR GENERAL

FUNCTION

The OIG is an independent, nonpartisan body. It serves the citizens of New Orleans and provides independent and objective reporting to the Mayor, City Council, New Orleans residents, and other interested parties.

Our mission has two parts. First, to prevent and detect fraud and abuse in City government. Second, to promote efficiency and effectiveness in City operations and programs.

Have you witnessed or experienced fraud, abuse, or waste from the City government? You can safely and securely report the information to OIG at

<https://nolaoig.gov/report/>

STAFF

Administration:

Inspector General: Edward Michel

General Counsel: Michael Laughlin

Office Manager: Elizabeth Foreman

*Information Technology Security
Specialist:* Bobbie Jones



THE OFFICE OF INSPECTOR GENERAL

STAFF

Inspections & Evaluations Division:

Chief of Inspections & Evaluations: Patrice Rose

Evaluators: Theron Levi, Meghan Ragany, Heather Browning,
Damon Morris

Audit & Review Division:

Chief of Audit & Review: Alison Broyles

Forensic Auditors: Dan Pattison, Andrew Berkheimer, Kimberly Robinson

Investigations Division:

Deputy Inspector General for Investigations: William Bonney

Chief of Criminal Investigations: Michael Centola

Investigators: Terrence Barrett, Damon Rodriguez, Troy Chenevert,
Kenneth Petro





Office of the Independent Police Monitor
www.nolaipm.gov | 504.309.9799

Mission & Vision

WHAT WE DO

The OIPM is a complaint intake site where the public and NOPD can file complaints of misconduct. We run the Community-Police Mediation Program. We are on call twenty-four hours a day all year long for critical incidents. We conduct outreach in the community.



**Misconduct
Complaints**



**Disciplinary
Proceedings**



Data Analysis



**Community
Outreach & Learn
Your Rights in the
Community (LYRIC)**



Use of Force



**Community-Police
Mediation Program**



Audits and Policy



Commendations

WHO IS THE OIPM

The OIPM is an independent, civilian police oversight agency created in August of 2009.

The Office of the Independent Police Monitor (OIPM) is the oversight body for the New Orleans Police Department (NOPD). The OIPM provides oversight through monitoring, reviewing, and auditing police activity and data. The OIPM is responsible for conducting complaint and commendation intake, on-scene monitoring of critical incidents and uses of force, overseeing the community-officer mediation program, reviewing investigations, providing assessments, identifying patterns, and making recommendations for improved practice, policy, resource allocation, and training.

The OIPM envisions a police force where the community is a valued and respected partner in public safety and law enforcement. This is achieved through:

- Assurance of transparency, accountability, and fairness within the NOPD and in all policing practices
- Community-driven policing policy that reflects the changing and dynamic needs of New Orleanians
- Continued efforts to engage the community and collaborate with community partners
- Recruitment and retention of a police force that is representative of and responsive to the community it serves
- Utilization of de-escalation techniques and methods when responding to calls of service
- Conducting only lawful and necessary arrests free of discriminatory practices
- Thorough and effective investigations resulting in appropriate arrests and prosecutions
- Clear and professional communication with victims and witnesses of crime and all that come into contact with the NOPD
- Responsible utilization of equipment and allocation of resources
- Development of highly trained supervisors and organizational leadership
- Interactions with the public and internally within the police force that are based in mutual trust and respect

The OIPM seeks to amplify the voice of the community to ensure that all within the city – visitors and residents alike – can access police services equally and have a positive experience with officers.

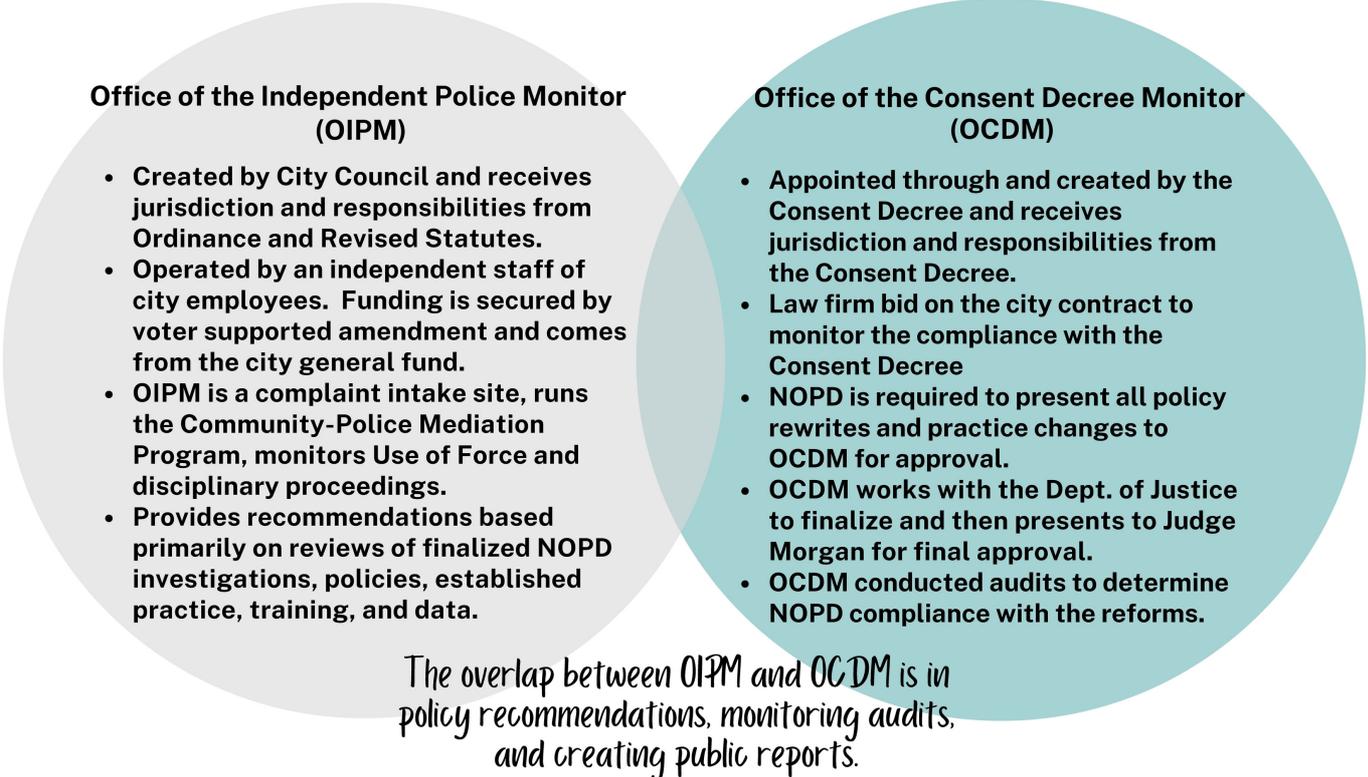


Consent Decree & OIPM

In 2022, the OIPM is anticipating that the NOPD will reach full and effective compliance with the Consent Decree and the city will move into the Sustainment Period. The OIPM will adapt and change to this new phase of the Consent Decree. Once the NOPD reaches full and effective compliance, active federal monitoring ends and the role of local oversight will expand.

Here is how the OIPM work will change during the Sustainment Period:

- Monitor audits and complete meta-audits, review drafts of audit reports, review corrective action plans, contribute to final determinations and recommendations.
- Contribute in status conferences with Judge Morgan and related working groups like the US Attorney Consent Decree Meeting.
- Play a larger role in the creation of new policy and practices (ex: grievances).
- More public forums and reports on continued progress; produce more data.



Meet OIPM Leadership



**INDEPENDENT POLICE
MONITOR
STELLA CZIMENT**



**DEPUTY POLICE
MONITOR
BONYCLE SOKUNBI**

**Office of the Independent Police Monitor
www.nolaipm.gov | 504.309.9799**



PREVENTING FRAUD, WASTE, OR ABUSE IN CITY GOVERNMENT

All employees of the City of New Orleans are strongly encouraged to report any potential violation of law, Code of Conduct violations, or improper activity. The City strictly prohibits any retaliatory actions against any employee for making a good-faith report of a potential violation of law or improper activity. Employees who suffer discipline or discriminatory treatment because of complaints of illegal activity may appeal such retaliatory actions to the Civil Service Commission. The City also strictly prohibits direct, indirect, or attempted use of any city official's authority, influence, title, or position for the purpose of interfering with the rights of another employee or constituent to disclose any improper activity or violation of law, CAO policy, or the Code of Conduct.

If an employee believes that he/she has been retaliated against for reporting any potential violation of law, Code of Conduct violations, or improper activity, the retaliation should be reported.

This section includes several resources for reporting fraud, waste, or abuse in City Government and avenues for relief for employees who suffer retaliation for such reports.

CHIEF ADMINISTRATIVE OFFICE FRAUD, WASTE, AND ABUSE POLICY (CAO POLICY #139)

<https://www.nola.gov/chief-administrative-office/policies/policies/no-139-city-of-new-orleans-fraud-waste-and-abuse/>

The City of New Orleans is committed to being a good and responsible steward of all public funds. The City has zero tolerance for the commission or concealment of acts of fraud, waste, or abuse. Allegations of such acts shall be vigorously investigated and pursued to conclusion, including but not limited to, consultation and coordination with the Ethics Review Board, state, local and federal authorities, and or law enforcement where warranted. All City employees - classified and unclassified – have an affirmative duty to immediately report any known or good faith suspected violations of this policy.

PREVENTING FRAUD, WASTE, OR ABUSE IN CITY GOVERNMENT

City Employee Complaint: Any City employee who has knowledge of or a good faith belief that another City employee(s) or contractor(s) have committed or concealed any acts fraud, waste, or abuse, have an affirmative duty to immediately report such knowledge or belief, in accordance with the procedures outlined in CAO Policy 139. City employees shall immediately report such knowledge or good faith belief to their immediate supervisor. If the conduct directly or indirectly involves the supervisor or other department or City management personnel, the employee may report the conduct to the CAO or their authorized designee(s), the state or local Office of Inspector General, or other appropriate governmental or law enforcement entity. If the employee(s) report to any appropriate non-City entity, the employee must also notify the CAO or their authorized designee(s) to allow the City to immediately take measures to stop or mitigate such conduct. Employees are not required to notify the CAO if they can demonstrate that such notification would be futile. The employee shall not make any attempt to investigate the suspected activity prior to reporting it. The CAO, in conjunction with the New Orleans Office of the Inspector General, and any other appropriate governmental or law enforcement entity shall coordinate all investigations of fraud, waste or abuse. Intentional destruction of any document or record of any kind that the employee knows or should have known may be relevant to a past, present, or future investigation of alleged fraud, waste or abuse may constitute a violation of this policy.

Retaliation against any City employee or non-City personnel for reporting known or good faith belief suspicion of instances of fraud, waste or abuse shall not be tolerated. The City reserves the right to seek all administrative and legal remedies available by law to protect reporting parties and penalize those who retaliate against them.



PREVENTING FRAUD, WASTE, OR ABUSE IN CITY GOVERNMENT

NEW ORLEANS OFFICE OF INSPECTOR GENERAL

NOLAOIG.GOV

The Office of Inspector General (OIG) for the City of New Orleans encourages citizens, employees, contractors, and others to report waste, fraud, and abuse involving any individual, partnership, corporation, or organization involved in any financial capacity or official capacity with city government to the OIG ([City Code, Sec. 2-1120](#)).

To submit a complaint to the OIG: Complete a form using this link: www.nolaig.org/fraud/report or call 504-681-3207.

ETHICS REVIEW BOARD

NOLAERB.GOV

The Ethics Review Board is authorized by the Code of Ordinances for City of New Orleans to administer and enforce the provisions of the Code of Ethics of the City. The Code of Ethics was established to remind each public official and employee that individually and collectively, public officials and employees must adhere to high ethical standards not simply to avoid sanctions or criticism. It applies to all officials of the government of the city, whether elected or appointed; all employees, whether classified or unclassified; and all members and employees of all boards, agencies, commissions, advisory committees, public trusts, and public benefit corporations of the City. Any person may file a complaint concerning violations of the Code of Ethics with the Ethics Review Board.

To file a complaint to the ERB send an email to: erb@nolaerb.gov

Any public employee who reports information which the employee reasonably believes is a violation of any ordinance, statute, policy, order, rule, regulation, or other ethical mandate is protected from reprisal and disclosure of improper acts. See New Orleans Municipal Code, Division 3. Code of Ethics, Subdivision 3 § 2-772 (a)

The Board may consider any matter that it has reason to believe may be a violation of any law within its jurisdiction, including but not limited to, a notice or report sent to the Board by the Inspector General. The Board may close the file, refer the matter to investigation, or take such other action as it deems appropriate.



PREVENTING FRAUD, WASTE, OR ABUSE IN CITY GOVERNMENT

LOUISIANA BOARD OF ETHICS

[ETHICS.LA.GOV](https://ethics.la.gov)

The mission of the Ethics Administration Program is to administer and to enforce Louisiana's conflicts of interest legislation, campaign finance registration and reporting requirements and lobbyist registration and disclosure laws to achieve compliance by governmental officials, public employees, candidates, and lobbyists and to provide public access to disclosed information.

Procedures for filing complaints with the LA Board of Ethics can be found here:
<https://ethics.la.gov/BoardProcedures.aspx?type=Complaint>

CHIEF ADMINISTRATIVE OFFICE GRIEVANCE POLICY (CAO POLICY #4R)

[HTTPS://WWW.NOAL.GOV/CHIEF-ADMINISTRATIVE-OFFICE/POLICIES/POLICIES/NO-4-\(R\)-EMPLOYEE-GRIEVANCE-PROCEDURE/](https://www.noal.gov/chief-administrative-office/policies/policies/no-4-(r)-employee-grievance-procedure/)

This policy provides for and sets forth a clear, expeditious, efficient and equitable system of processing grievances for City of New Orleans employees. Moreover, this procedure provides a prompt and fair opportunity for employees to seek review of legitimate grievances without fear of reprisal, coercion unequal and unfair treatment. It also encourages managerial and supervisory personnel to eliminate or correct causes of legitimate grievances of employees. Matters under the jurisdiction of the Civil Service Commission shall not be addressed under this policy.

Under this policy a grievance is a formal employee complaint concerning a violation of departmental policy, working conditions, or alleged violations of City Policy, including alleged abuses of discretion by supervisors in the treatment of employees and disputes raised by an employee as to the interpretation, application, or enforcement of specific employee provisions or rights.

The steps employees should follow to file a formal grievance are found within this policy.

PREVENTING FRAUD, WASTE, OR ABUSE IN CITY GOVERNMENT

LOUISIANA BOARD OF ETHICS

[ETHICS.LA.GOV](https://ethics.la.gov)

The mission of the Ethics Administration Program is to administer and to enforce Louisiana's conflicts of interest legislation, campaign finance registration and reporting requirements and lobbyist registration and disclosure laws to achieve compliance by governmental officials, public employees, candidates, and lobbyists and to provide public access to disclosed information.

Procedures for filing complaints with the LA Board of Ethics can be found here: <https://ethics.la.gov/BoardProcedures.aspx?type=Complaint>

PROTECTION FROM RETALIATION

CIVIL SERVICE WHISTLEBLOWER APPEAL RIGHTS

No employee shall be subjected to discipline or discriminatory treatment by an appointing authority because he or she gives information, testimony, or evidence in a prudent manner to appropriate authorities concerning conduct prohibited by law or regulation which he or she reasonably believes to have been engaged in by any person(s). If the employee incurs such treatment despite this admonition, he or she may have a right of appeal before the Civil Service Commission regardless of their Civil Service status.

Employees must submit written appeal to the Civil Service Department (1340 Poydras St., Suite 900, New Orleans, LA 70112) within 30 days of the discipline or alleged discriminatory treatment.

PREVENTING FRAUD, WASTE, OR ABUSE IN CITY GOVERNMENT

CAO POLICY #139 ANTI-RETALIATION PROVISION

[HTTPS://WWW.NOLA.GOV/CHIEF-ADMINISTRATIVE-OFFICE/POLICIES/POLICIES/NO-139-CITY-OF-NEW-ORLEANS-FRAUD-WASTE-AND-ABUSE/](https://www.nola.gov/chief-administrative-office/policies/policies/no-139-city-of-new-orleans-fraud-waste-and-abuse/)

As set forth above, retaliation against any City employee or non-City personnel for reporting known or good faith belief suspicion of instances of fraud, waste or abuse shall not be tolerated. The City reserves the right to seek all administrative and legal remedies available by law to protect reporting parties and penalize those who retaliate against them.

OTHER RELEVANT POLICIES

<https://www.nola.gov/chief-administrative-office/policies/policies/no-142-human-relations-internal-complaint-process/>

[https://www.nola.gov/chief-administrative-office/policies/policies/no-71-\(r\)-code-of-ethics/](https://www.nola.gov/chief-administrative-office/policies/policies/no-71-(r)-code-of-ethics/)

<https://www.nola.gov/chief-administrative-office/policies/policies/no-83-standards-of-behavior-for-city-employees/>

ERB CONTACT



(504) 517-0299



erb@nolaerb.gov



www.nolaerb.gov

