

# ETHICS CENTRAL



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ELEVATE YOUR ETHICS

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## *Setting the Tone*

It starts at the top. To foster a strong ethical culture, leadership must lead by example and uphold ethical values.

The **tone at the top** is the message, attitude and image conveyed by leadership and reflects a commitment to principles, values and character.

**A poor tone at the top** increases the likelihood of unethical behavior at all levels.

To improve the Tribe's tone at the top:

- Communicate, promote, and display ethics and values;
- Encourage the report of misconduct; and
- Recognize and reward integrity.

While tone at the top is critical, leadership cannot ignore the **middle** and **bottom**. Training and resources must be provided to ensure the right message trickles down.

# REMINDERS

Due July 15

Q3 Gift Report

*Hello Summer!*

"It takes 20 years  
to build a reputation  
and 5 minutes to  
ruin it."

- Warren Buffet

Ethics Questions

(828) 359-7030

oia@ebci-nsn.gov

oia.ebci-nsn.gov

Hotline

(800) 455-9014

ebci.alertline.com

## ETHICS IN THE NEWS

### ***After Hogan Controversy, Maryland Passes New Ethics Law***

Gov. Wes Moore signed into law a bipartisan overhaul of the state's ethics laws requiring future governors to put their financial holdings in a blind trust or disinvest from them entirely.

The legislation was triggered by a TIME report last October on former Maryland Gov. Larry Hogan's approval of millions of dollars in affordable housing awards to his real estate firm's listed clients.

A subsequent story found one of the projects was being developed on Hogan's family property.

TIME



## ETHICS SPOTLIGHT

A report published by Deloitte titled "**Leading with ethics: The best business decision is also the right one**" refers to ethical leadership as pairing a tone at the top with practices that embed ethical value.

There are four specific areas of effort that work together to create a solid ethical culture which leaders can adopt.



Ex  
Expression

Shaping  
culture through  
values

En  
Engagement

Learning to  
put integrity  
first

Em  
Empowerment

Creating a  
speak-up  
environment

Ev  
Evaluation

Measuring  
ethics program  
effectiveness