

## LET'S TALK ABOUT "CHILLING"

In common vernacular, "chilling" means to relax, sit back and take it easy. Who wouldn't want to chill? But "chilling" has a very different meaning in the ethics realm. Ethics professionals work diligently to eliminate chill because it signifies an environment in which individuals are fearful of reporting wrongdoing because of the perception they will suffer adverse consequences (e.g., retaliation, reprimand, termination) for doing so. As a result, they remain silent. Therein lies the chill - - *the failure to report*. "Chilling" is counter to fostering an ethical environment. Among the ways to eliminate the opportunity for chill is creating a safe and secure means by which individuals can come forward with information *without fear of reprisal*. Maintaining a hotline which permits *confidential and anonymous reporting* is an effective way of eliminating chill.

You may have recently noticed the Ethics Hotline poster (below) in your department. It is a friendly reminder that the **DeKalb County Ethics Hotline** is a resource available to all employees. The Owl never sleeps. There is no chill.



**We never sleep.**  
**PROOF**

The Hotline is answering the call 24/7. Is an ethical concern keeping you up?

Ask questions... Make informed decisions  
Types of issues to report:

- Retaliation
- Conflicts of interest
- Theft/fraud/bribery
- Environmental/safety
- Gifts/entertainment
- Accounting/financial
- Code violations
- Policy violations

Our Hotline allows employees to confidentially ask questions or report concerns without the fear of retaliation.

### Did You Know That You Can:

- Access the Hotline 24 hours a day, 7 days a week, 365 days a year?
- Speak to a live, independent person on the Hotline?
- Ask confidential questions on the Hotline?
- Make anonymous reports on the Hotline?
- Upload supporting documents to the Hotline?
- Set your own private password to review or supplement your confidential report?

**DeKalb County Ethics Hotline**

**1-855-224-8216**

or

**[www.co.dekalb.ethicspoint.com](http://www.co.dekalb.ethicspoint.com)**

The Hotline is administered by an independent, third party vendor and can only be accessed by the Ethics Office.