

LEE'S SUMMIT ETHICS EMPLOYEE SURVEY

Lee's Summit Ethics Committee's mission is to foster a culture of ethical and socially responsible business practice in Lee's Summit

1. How long have you worked for the company?
 - a. Less than 1 year
 - b. 1 – 3 years
 - c. 3 – 5 years
 - d. More than 5 years
2. Overall how are you satisfied with your position in this company?
 - a. Very Satisfied
 - b. Satisfied
 - c. Somewhat satisfied
 - d. Somewhat dissatisfied
 - e. Not at all satisfied
3. Please rate your agreement with the following statements:
 - a. Do you feel that employees as individuals are recognized for ethical behavior?
 - Always
 - Usually
 - Sometimes
 - Very Seldom
 - Never
 - Unsure
 - b. Do the owners or executives of your company model ethical behavior and the company's Code of Conduct?
 - Strongly Agree
 - Somewhat agree
 - Don't agree or disagree
 - Somewhat disagree
 - Strongly Disagree
 - c. Are your company's ethics, code of conduct and values clearly communicated to you?
 - Strongly Agree
 - Somewhat agree
 - Don't agree or disagree
 - Somewhat disagree
 - Strongly Disagree
 - d. Have you ever experienced or observed the following acts of discrimination or harassment in this organization?
 - Racial discrimination
 - Sexual harassment
 - Age discrimination
 - Sexual oriented discrimination
 - None of the above have been observed or experienced
 - If observed, was the problem resolved? How was it addressed?

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- e. How freely are you able to express your thoughts and ideas?
 - Very freely
 - Somewhat freely
 - Not sure
 - Feel somewhat restricted
 - Extremely restricted
- f. To what degree do you feel your thoughts and ideas are valued?
 - Extremely valued
 - Somewhat valued
 - Not sure
 - Sometimes not valued
 - Never valued
- g. To what degree do you feel you are encouraged to act independently without direct supervision?
 - Strongly Agree
 - Somewhat agree
 - Don't agree or disagree
 - Somewhat disagree
 - Strongly Disagree
- h. I trust that top management will keep promises and commitments.
 - Strongly agree
 - Somewhat agree
 - Neither agree or disagree
 - Somewhat disagree
 - Strongly disagree
- i. I trust that my supervisors will keep promises and commitments.
 - Strongly agree
 - Somewhat agree
 - Neither agree or disagree
 - Somewhat disagree
 - Strongly disagree
- j. I trust that my coworkers will keep promises and commitments.
 - Strongly agree
 - Somewhat agree
 - Neither agree or disagree
 - Somewhat disagree
 - Strongly disagree

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- k. I am aware of mechanisms for anonymously reporting misconduct in my organization.
 - Strongly agree
 - Somewhat agree
 - Neither agree or disagree
 - Somewhat disagree
 - Strongly disagree
- l. I get ethics training from my company.
 - Strongly agree
 - Somewhat agree
 - Neither agree or disagree
 - Somewhat disagree
 - Strongly disagree
- m. I believe that employees who violate company ethics are appropriately disciplined in my organization.
 - Strongly agree
 - Somewhat agree
 - Neither agree or disagree
 - Somewhat disagree
 - Strongly disagree
- n. When faced with an ethical challenge there is someone in my company that I can turn to for guidance.
 - Strongly agree
 - Somewhat agree
 - Neither agree or disagree
 - Somewhat disagree
 - Strongly disagree
- o. My company deals fairly with all members of the public.
 - Strongly agree
 - Somewhat agree
 - Neither agree or disagree
 - Somewhat disagree
 - Strongly disagree