


DEPARTMENT OF TRANSPORTATION
STATE OF GEORGIA

INTERDEPARTMENT CORRESPONDENCE

FROM Commissioner Gena Abraham 
TO Georgia DOT Employees
SUBJECT Standards of Conduct and Expectations

DATE: March 31, 2008

In earlier memos to staff, I have discussed the importance of establishing and maintaining the highest possible standard of professional behavior and ethics in our workplace. I have stressed how serious I am about this and my expectation that each of you take heed of how important this is to our credibility as an agency and to our success in meeting our organizational goals.

Unfortunately, I continue to be alerted to employees' actions that are in violation of Department policy and in some cases, crimes against state and federal law. This is unacceptable. Every GDOT employee is expected to work under the sole influence of good professional principles and standards of conduct. That means human rationalization, weakness of character and integrity, professional ego and personal faults and issues cannot dictate the choices that you make as an employee. Core values such as respect and honesty must be demonstrated visibly in our every day operations. We can do no less and I assure each of you, as Commissioner, I will accept no less. As a result, I am determined 1) to thoroughly investigate all information that leads to discovery of unethical/unlawful employee behavior, and 2) to use the full extent of the Department's disciplinary actions, including termination, and/or legal action as appropriate.

Just a few of the behaviors we have discovered include:

- Use of the Department's fuel card to purchase gas for a personal vehicle; · Theft of Department supplies and equipment; · Stealing credit card numbers from the Department's customer permit applications; · Indecent remarks/sexual harassment;
- Indecent/sexual activities such as use of pornography in Department facilities or on Department property and;
- Use of illegal drugs and/or alcohol in Department facilities or on Department property.

I've made no secret of the fact that we have terminated several employees for unethical/unlawful behavior. An employee's number of years of service and/or impending retirement will not influence my decision on any adverse action that must be taken against an employee who has violated policy or the law.

In my previous emails and in my webcast last month, I have given everyone fair warning. I've gotten emails, letters, phone calls and faxes from employees who are just as disturbed as I am about this and have been willing to report their co-workers' questionable behavior. If investigators confirm that you are committing, or have committed violations against the Department or state or federal law, you will be held accountable for your actions.

So that everyone understands how important this is to me, I expect each manager and supervisor to discuss this memo at your next staff meetings. I want this behavior stopped. The sheer number of offenses that we are discovering is staggering and embarrassing to the Department. Most importantly, it is unfair to the many dedicated employees who come to work every day and give 100% of their time and effort to real public service.

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