

United States Senate

SELECT COMMITTEE ON ETHICS

Memorandum

To: Senate Personnel
From: Shannon Kopplin, Chief Counsel and Staff Director
Date: February 28, 2025
Re: Bi-Annual Certification of Ethics Training – **Due March 15, 2025**

Pursuant to the Honest Leadership and Open Government Act of 2007 (the Act), the Select Committee on Ethics (the Committee) is required to conduct ongoing ethics training and awareness programs for all Senate Members, officers, and employees. The Act requires that all new Senate Members, officers, and employees receive ethics training within 60 days of commencing Senate service. Each Senate office must certify to the Committee its compliance with this requirement.

- The mandatory training may be completed by either: (1) attending a live (in-person or webinar) Code of Official Conduct training session conducted by Committee staff; or (2) viewing the Code of Official Conduct training video available via Webster.
- Upon completing the required training, each individual must provide a signed *Individual Certification of Completion of Ethics Training Requirement* form to their office's Ethics Certification Officer (ECO), verifying their completion of the training. If the training is completed by watching the video presentation, the ECO, State or Regional Director, or equivalent supervisor must verify the employee's completion of the training.
- No later than March 15, 2025, the ECO for each Senate office must submit to the Committee a completed *New Senate Personnel – Ethics Training Certification Form*, along with the following items:
 - A list of names of all Members, officers, and employees who began Senate service between July 1 and December 31, 2024, the date each person began their Senate service, and the date each person completed the required ethics training; and
 - A copy of all *Individual Certification of Completion of Ethics Training Requirement* forms for the office for the covered period (July 1 – December 31, 2024).

If no new personnel began employment during this time period, the ECO must still complete the *New Senate Personnel – Ethics Training Certification Form* and submit it to the Committee.

If you have any questions about this requirement or how to comply with it, please do not hesitate to contact the Committee at (202) 224-2981.