# ELEMENTS OF AN EFFECTIVE COMPLIANCE & ETHICS PROGRAM



#### STANDARDS AND PROCEDURES

Put these policies in writing and use them as the foundation for your entire program.



## **COMPLIANCE OVERSIGHT**

Delegate an individual or group with operational responsibility, autonomy, and authority.



# **RESPONSE AND PREVENTION**

Resolve identified problems promptly and add related issues to monitoring activities.



November 5-11

Awareness Recognition Reinforcement



# **EDUCATION AND TRAINING**

Create effective, ongoing training methods and establish open lines of communication.



# **ENFORCEMENT AND DISCIPLINE**

Establish appropriate incentives for compliance and disciplinary actions for violations.



#### **REPORTING AND INVESTIGATING**

Encourage employees to raise concerns and have investigative procedures in place.



### **MONITORING AND AUDITING**

Use internal tools to evaluate program effectiveness and detect criminal conduct.

