



CALSTRS

Enterprise Compliance Services

2022 Enterprise Compliance Services
Plan Results

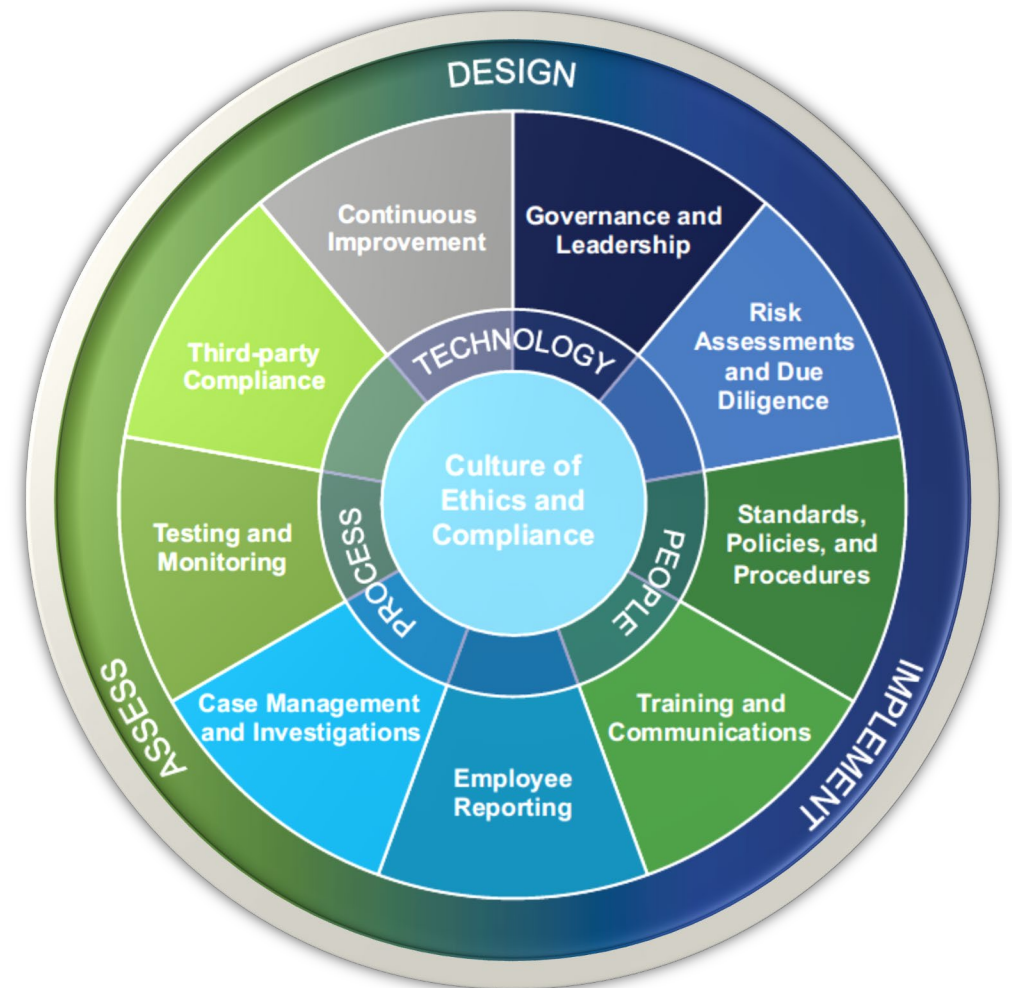
Enterprise Compliance Services: Mission and vision

Mission

Enterprise Compliance Services (ECS) supports the organization in maintaining a strong ethical and compliant culture.

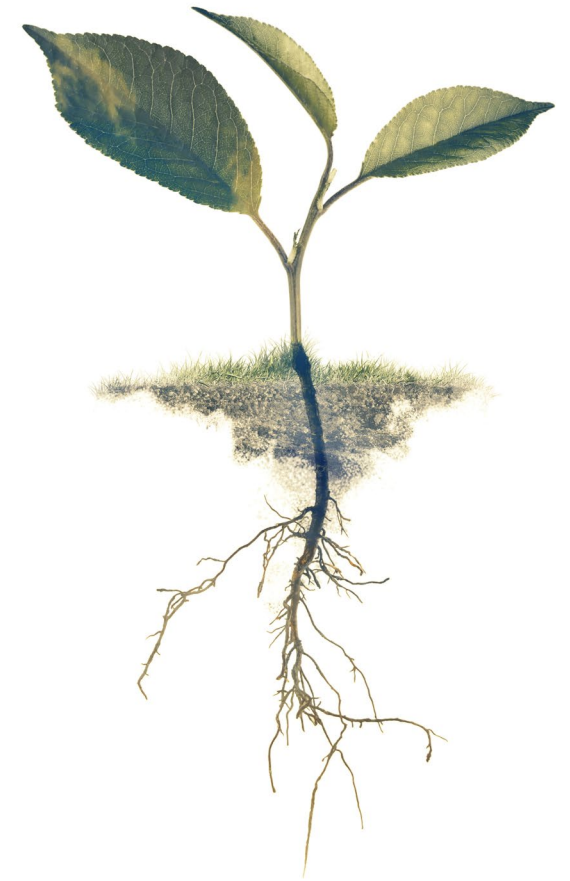
Vision

Promote further awareness of CalSTRS compliance requirements and ethical standards through collaboration, communication and coordination.



ECS program accomplishments 2022

- ✓ Enterprise Risk and Compliance were moved under one director within the Financial Services Branch
- ✓ Hired Enterprise Risk & Compliance director and senior compliance manager
- ✓ Integrated compliance into Executive Risk Committee and Risk Champion Network
- ✓ Performed compliance risk assessment
- ✓ Developed CalSTRS' first enterprise-wide compliance training module



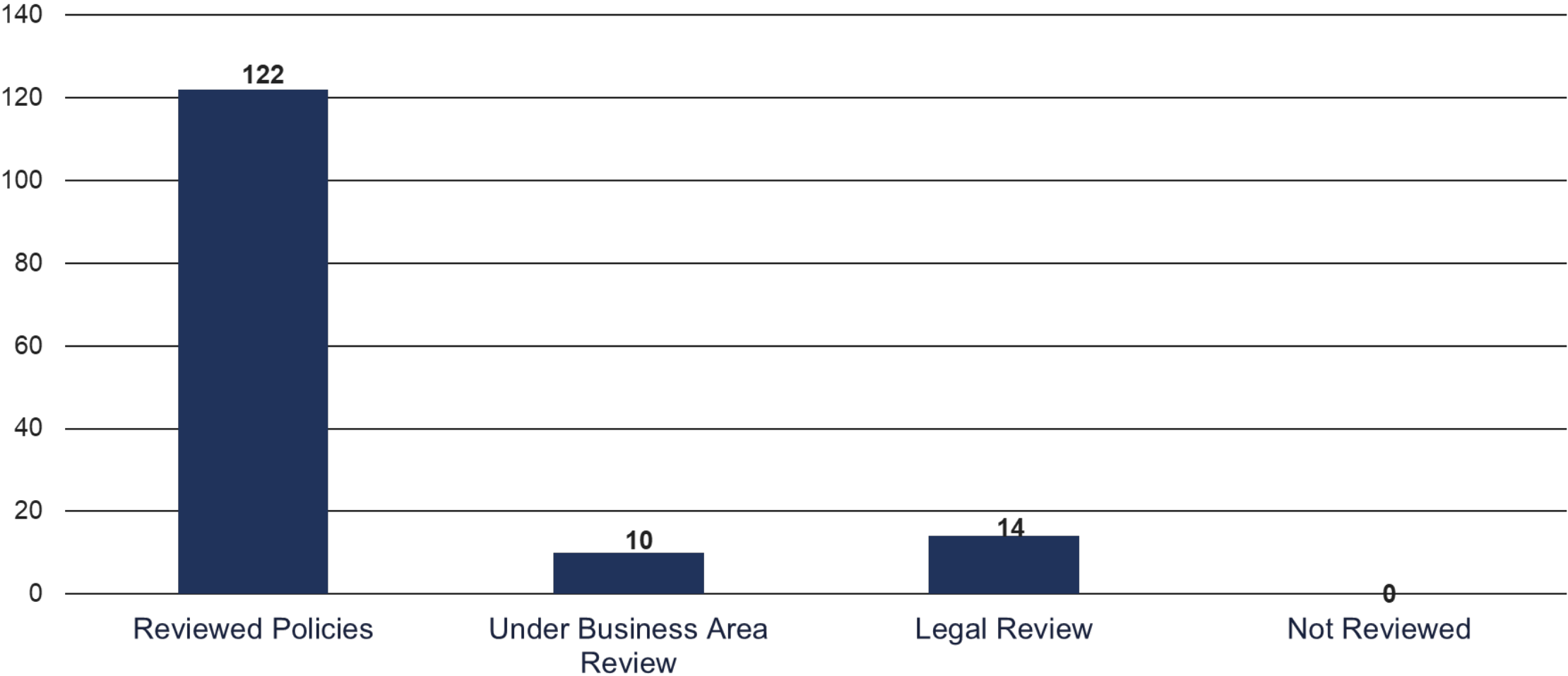
Code of Ethics and Business Conduct



Code education

- It is important that CalSTRS employees know and understand the Code of Ethics and Business Conduct.
- The code is a critical component of our organization and reinforces our commitment to an ethical way of doing business.
- Each week, a portion of the code is posted on Central as a Central Announcement to familiarize employees with its content and reinforce a culture of compliance.

Annual policy review 2022



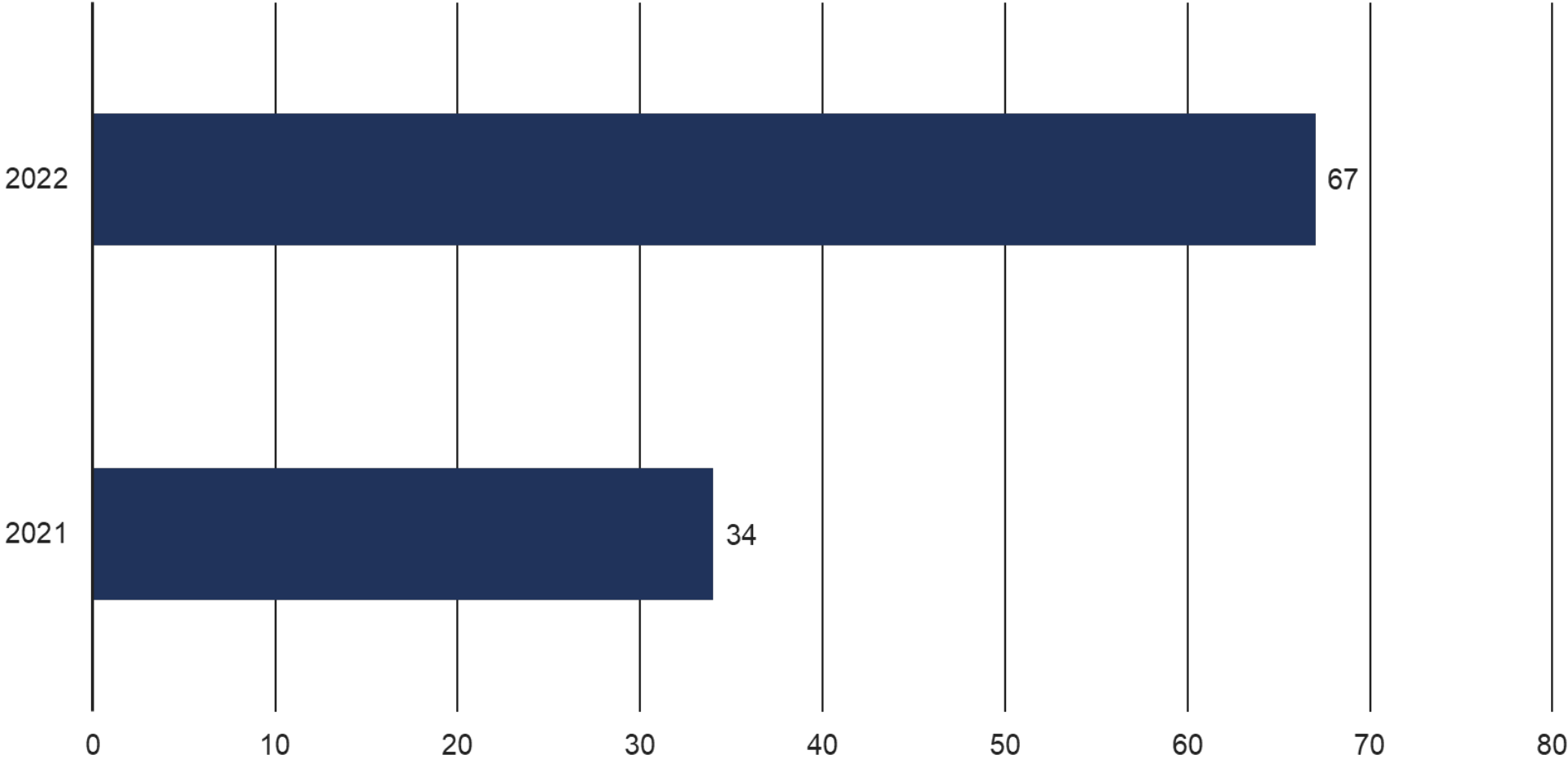
Note: Six additional policies were decommissioned during the 2022 review cycle.

Hotline reporting: Case management

- Office of Legal Ethics and Accountability
- Training
- Ombuds
- Equal Employment Opportunity
(Added in 2022)



2021/2022 Hotline reporting: Total reports



Note: The CalSTRS compliance and ethics hotline was established in March 2020.