

For: FSA Employees

2009 Mandatory Annual Ethics Training Requirement

Approved by: Administrator



1 Overview

A Background

All FSA employees who are designated filers of 1 of the following are **required** to complete annual ethics training:

- OGE Form 450, Executive Branch Confidential Financial Disclosure Report
- Alternative FSA-324, Confidential Statement Regarding Financial Interests and Outside Employment.

Note: Filers of SF-278, Public Financial Disclosure Report, should follow the instructions for completing annual ethics training that were issued by the Office of Ethics-Headquarters, earlier this year.

B Purpose

This notice advises designated employees that:

- the deadline for confidential financial disclosure report filers to complete required ethics training is **November 17, 2009**
- managers are responsible for ensuring compliance by those under their supervision.

<p>Disposal Date</p> <p>January 1, 2010</p>	<p>Distribution</p> <p>All FSA employees; State Offices relay to County Offices</p>
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Notice PM-2731

1 Overview (Continued)

C Accommodations

Persons with disabilities who require accommodations to complete this training should contact Bessy Plaza by either of the following:

- e-mail to bessy.plaza@wdc.usda.gov
- telephone at 202-401-0365.

Accommodations for the training will be addressed on a case-by-case basis.

2 Employee Responsibilities

A Deadline for Completing Training

Designated confidential financial disclosure report filers required to take the annual ethics training **must** meet **all** requirements in this notice by **COB November 17, 2009**.

Note: The annual ethics training takes approximately 1 hour to complete.

B FSA-324 Filers

All CED's and COT's who annually file FSA-324 are **required** to complete the mandatory annual ethics training requirement as outlined in this notice.

C Accessing the AgLearn Ethics Training

Employees shall access the ethics training according to subparagraph 3 B. **Employees** who do **not** have an AgLearn account shall establish an eAuthentication user ID and password according to 6-IRM, Exhibits 16.5 through 16.8.

Note: Completion of this course will be documented in AgLearn for all designated employees.

Notice PM-2731

3 Annual Ethics Training Requirements

A 2009 Annual Ethics Training

To satisfy the training requirement, designated filers of financial disclosure **must** successfully complete the following 3 ethics web-based training modules that are available on AgLearn:

- Conflict of Interest
- Outside Employment
- Use of Government Time.

Note: Employees required to file either OGE Form 450 or FSA-324 that were hired after January 1, 2009, and completed New Employee Ethics Orientation Module 21, have satisfied their training requirement for 2009.

B Accessing AgLearn Ethics Training

Access the training in AgLearn according to this table.

Step	Action
1	Go to AgLearn at www.aglearn.usda.gov and under “Learner Center”, CLICK “Learner Login” .
2	On the eAuthentication Warning Screen, CLICK “I Agree” , enter User ID and Password , and CLICK “Login” .
3	CLICK “Learning” .
4	Under “Title” of the Learning Plan, locate: <ul style="list-style-type: none"> • “Ethics: Conflict of Interests” • “Ethics: Outside Employment” • “Ethics: Using Government Property and Time”. <p>Note: If these courses are not assigned to you, contact your AgLearn Administrator.</p>
5	Under “Action”, CLICK either of the following: <ul style="list-style-type: none"> • “Launch content”, if you are ready to begin the course • “Add to Learning Plan”, to take the course at a later date.
6	Under “Content Structure”, CLICK “Please Click here for Ethics:”
7	When training has been completed, CLICK “Click here to confirm your Ethics course completion (to bypass popup blocker hold down Ctrl key)” .
8	Review the learning history to ensure that the ethics courses have been recorded. <p>Note: Repeat process until user has taken 3 ethics modules.</p>
9	Each employee should print and maintain a copy of the computer-generated certificate of all modules taken for their records.

Notice PM-2731

4 Responsibilities and Contacts

A Filers and Managers Responsibilities

Supervisors, filers, and servicing personnel offices shall see 3-PM, paragraph 138 for additional information and instructions about annual ethics training requirements.

B Questions About Accessing the Courses

If there are any problems with accessing the ethics courses, contact the AgLearn Help Desk by either of the following:

- e-mail to aglearnhelp@genphysics.com
- telephone at 866-633-9394.

C Questions About Training Administration

The following table provides contacts for guidance if there are any questions on training administration.

Location	Contact
Washington D.C. area	Bessy Plaza, HRD, National Office training coordinator, by either of the following: <ul style="list-style-type: none">• e-mail to bessy.plaza@wdc.usda.gov• telephone at 202-401-0365.
<ul style="list-style-type: none">• State Offices• Kansas City Offices• St. Louis Offices	Cindy Witmer, KCHRO training coordinator, by either of the following: <ul style="list-style-type: none">• e-mail to cindy.witmer@kcc.usda.gov• telephone at 816-926-2500.
County Offices	State AgLearn administrator or training coordinator.

D Ethics Inquiries and Questions About 2009 Annual Ethics Training Requirement

Employees shall direct questions about the contents of the required ethics training and ethics issues to Tonya S. Willis, National Ethics Program Manager for FSA, Office of Ethics, Farm, Conservation, and Rural Programs Branch, at 202-720-0055.

Note: FSA Federal and non-Federal employees located in County Offices shall contact the State Office.