

Al Grasso



Theresa Barnett



Alan



Marissa



Liz

The Ethxtxtr video series is a MITRE ethical awareness program. Two series of four, 3-5 minutes episodes feature a MITRE group whose questions about ethics issues are answered with the help of a mysterious Ethxtxtr. Videos require Internet Explorer to play.

One episode will be released each week. When you think you know which character is the Ethxtxtr, please use the link below to cast your vote. On theVote Page we also invite you to indicate the person at MITRE you would turn to when faced with an ethics issue.

The Ethxtxtr Resource Guide provides guidance on handling the issues presented, along with links to additional resources.

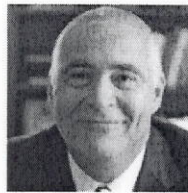
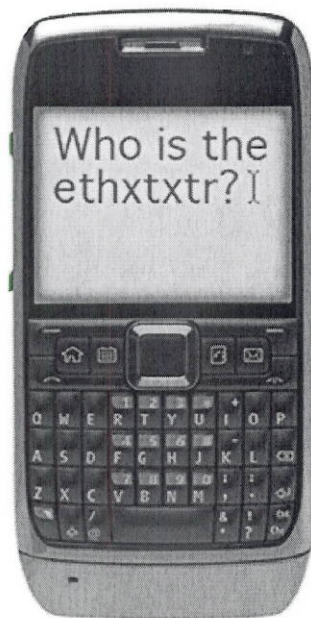
Series I "Gifted"

- Episode 1: On the Move
- Episode 2: The Game
- Episode 3: The Limit
- Episode 4: There's an App for That!

Series II "The Promise"

- Episode 1: Parent's Night
- Episode 2: A Piece of Cake
- Episode 3: Required Reading
- Episode 4: It's All Good

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Ethics site

Ethxtxr Resource Guide

Issues for Series One—Gifted

Episode 1:

Sharing transportation with government employees: Acceptable in a work context. The cost would be incurred with or without an extra passenger; a shared ride is not a personal gift and actually presents a cost saving to the sponsor vs. the sponsor employee (see US Office of Government Ethics guide Gifts from Outside Sources).

Discussing MITRE employment with federal employee: Government workers are bound by conflict of interest regulations. In general, a federal employee must formally "disqualify" him or herself from work that could affect the financial interests of a potential employer, whether the federal employee has been approached by or is seeking work with a non-federal employer. MITRE employees may not initiate discussions regarding employment with federal employees (see P&P ER 2.2.2 Hiring Former Government Employees).

Episode 2:

Accepting gifts and gratuities: Avoid any action that could appear improper or cause others to feel you're obligated to them. MITRE policy allows for your acceptance of nominal gifts and extends you the flexibility to use your good judgment to determine where to draw that line in terms of a gift's dollar value (see P&P CE 1.1 Conflicts of Interest).

Episode 3:

Giving gifts and gratuities to federal employees: Federal regulations prohibit federal workers from accepting cash—in any amount—and set a fixed value limit for gifts at \$20 per gift/\$50 total value per year from the same non-government source. This includes meals under most circumstances. Federal employees may not accept a more expensive gift and pay the difference. They also may not accept a group gift (golf clubs, for instance) purchased with multiple \$20-and under donations from a non-government group. Twenty dollars is the maximum allowable gift value per occasion, period. MITRE employees may attend a sponsor event such as a retirement dinner, but are obligated to honor federal gift regulations. (See the US Office of Government Ethics guide Gifts from Outside Sources.)

Episode 4:

Initiating New Work: Decisions regarding the work MITRE undertakes involve strategic planning at upper levels of management. Work on new projects begins after execution of a contract. To begin work without a fully executed contract, project leads must obtain formal approval before they may obtain a charge number and proceed with work (See P&P 7. 1.1 Proposal and Contract Review and Approval and P&P 7.1.2 Project Risk Authorization).

Issues for Series Two - The Promise

Episode 1:

Outside employment and professional activities: Employees may engage only in outside employment or professional

activities, whether paid or unpaid, that present no conflict of interest for MITRE. Chiefly this means avoiding any activity that relates to MITRE's work or compromises your ability to meet your obligations to MITRE. To ensure no conflict exists and obtain required pre-approval, see P&P CE 1.1.1 Outside Employment and Professional Activities.

Episode 2:

Intellectual property (IP): At the time of hire, employees agree to grant MITRE ownership of any intellectual property they create during the time of their employment, both in and outside work. An employee who wishes to use IP he or she creates outside of work may apply for a waiver of MITRE's copyright or other IP interests by following the instructions in P&P IM 4.2.3.1 Copyrights.

Episode 3:

Teaching: MITRE supports employees who accept teaching assignments at accredited academic institutions, provided the activity presents no conflict with an employee's obligations to MITRE. To obtain required pre-approvals, follow the procedures in P&P PG 5.8 Teaching.