

2025 | 4th Annual Compliance Awareness Survey Report

Modified: October 6, 2025



Governors State
UNIVERSITY

An Illinois Public University

The Office of Compliance and Ethics is pleased to announce the results of the 4th Annual Compliance Awareness Survey, issued in Calendar Year 2024 (the “2024 Survey”).

The 2024 Survey reflects the views of 472 employees who participated, an uptick of 35 employees over the 437 who participated the previous year, for a total response rate of 34.3%. We appreciate the time and effort of all those who chose to respond and encourage everyone to weigh in this year. The Calendar Year 2025 compliance survey will be run in October and November of 2025 and all are encouraged to participate.

The annual compliance survey plays a vital role in the University’s compliance program. In her book, *Higher Education Compliance: Blueprint for Success*, Judith W. Spain, J.D., CCEP, explains that, within the world of higher education, “[c]ompliance is more about mindset and culture. It is the institution-wide decision that, if a law exists, the institution will strive to ensure compliance with it—not only the letter of the law but also with the spirit of the law.”¹ Ms. Spain’s recommendations for creating an institution-wide “buy-in” for any compliance initiative include the design and implementation of a “compliance awareness survey”: “A compliance awareness survey should be done annually to assess the awareness of the initiative by the campus community. [. . .] This survey will serve as your benchmark for increased awareness of the compliance initiative[.]”²

Therefore, GovState’s Office of Compliance and Ethics (https://www.govst.edu/Compliance_Ethics/) issues an annual compliance survey to gauge employees’ current understanding of individual obligations, identify potential areas of concern, and guide future training offerings and policy decisions.

SUMMARY OF SURVEY RESULTS

The 2024 Survey was composed of twenty-six (26) questions, including certain follow-up questions that only appeared if warranted by a prior answer. The first twelve (12) questions have been included since the inaugural survey was issued in Calendar Year 2021 and provide a benchmark of employee perceptions and awareness over time (“Benchmark Questions”) of compliance generally.

Because there was a significant change to Title IX in Academic Year 2024-2025, many of the questions (six, to be exact), gauged knowledge of the University’s changes to its Title IX policy and practices. The Title IX/ Clery Act questions were asked for purposes evaluating the effectiveness of GovState’s efforts to publicize and train on the then-new, 2024 version of the Title IX Compliance Program.

Measuring employee awareness and knowledge helps the Office of Compliance and Ethics set priorities for future training, communications, and policy action. The aggregated responses to the 2024 Survey are attached hereto as **EXHIBIT 1**.

GO TO EXHIBIT 1

¹ Spain, Judith W., *Higher Education Compliance: Blueprint for Success*, at 3 (MacArthur Publishing House, 2018).
² *Ibid.*, at 109.

Questions re: Ethics and Compliance Awareness

Regarding the Benchmark Questions reflected in Exhibit 1 (shown as Q1-Q12, which include the nine Benchmark Questions and all associated follow-up questions), these questions were designed to gauge employee's perception of the GovState working environment with respect to ethics and compliance generally. Notably, the vast majority, or 85.56%, agreed or strongly agreed with the statement "*Our institution fosters a culture of compliance.*" This response was over five percentage points higher than the prior year, where only 80.92% of respondents agreed or strongly agreed with that statement. Only approximately four percent (4%) disagreed or strongly disagreed with that statement. (Please see EXHIBIT 2 for a comparison of the aggregate responses from Calendar Years 2021, 2022, 2023, and 2024.)

GO TO EXHIBIT 2

Similarly, the number of respondents answering "*Yes, Just Right*" increased by over seven percentage points in response to Question 2 (Q2), "*Do you think compliance and ethics are a strong focus at GovState?*" Of the respondents, 63.38% responded with "*Yes, Just Right,*" while only 2.35% of respondents said "*No*" to the question.

Conversely, there was a slight dip in the number of respondents answering positively to Q10: "*Do you believe that most people working for GovState act in an ethical and compliant way?*" In the previous year, 91.13% replied "yes" to that statement always, nearly always, or most of the time. That number fell to 88.11% this year.

Regarding Q11, "*Do you believe that GovState's Directors, Vice Presidents and President exhibit ethical and compliant behavior,*" 82.14% answered affirmatively "always or nearly always." Only 3.57% indicated that leadership "rarely" or "never" exhibit ethical and compliant behavior, which was nearly identical to the prior year.

Regarding Q13, "*I believe that the GovState faculty, staff, and administration treat all GovState students with dignity and respect,*" only sixty-four percent (64.22%) of respondents agreed with that statement, which was nearly identical to the prior year's response of 64.11%.

Thus, generally speaking, the awareness of a culture of ethics and compliance appears to be increasing on campus. As measured by attitudes towards students, however, work remains to be done on the civility front to ensure that our culture is one that treats the individual with dignity and respect.

Questions re: Reporting Obligations

Despite mandatory annual training regarding how to report ethics violations, over a fifth of respondents (22.99%) still stated that they did not know how to submit a report of possible ethics violations or noncompliance, which was similar to the prior year's response.

Of equal concern, nearly seventeen percent (16.59%) of respondents stated that they had observed potentially unethical or noncompliant behavior and, of them, almost half (46.15%) did not attempt to report it.

Therefore, a focus for Academic Year 2025-2026 will be on publicizing the availability of the Ethics Officer as a resource for receiving complaints directly at the contact information provided on the [Ethics and Compliance webpage](#), as well as the availability of the University's 24/7 complaint hotline (see <https://www.govst.edu/reporting-misconduct/>).

Questions re Training and Knowledge Title IX and Clery Act

The overwhelming majority of respondents—92.89%—acknowledged being aware that the University had updated its Title IX policy and procedures effective August 1, 2024. Similarly, nearly ninety percent (87.72%) knew where to find the updated policies and procedures and nearly three-fourths of respondents (73.44%) had read some portion of the new policies and procedures. Over half (57.24%) had visited the University's updated Title IX webpages. These results indicate that the University's communications campaign around Title IX updates was largely successful. However, almost a quarter of respondents (23.10%) were still at least somewhat uncomfortable knowing what their responsibilities were under the new Title IX policies and procedures. Similarly, a quarter of respondents (25.40%) reported being unsure what to do under the Clery Act. Thus, there is more work to be done in terms of training employees on their personal responsibilities under these laws and publicizing the existing resources (e.g., consulting with the Title IX Coordinator regarding potential Title IX violations or with Public Safety regarding potential criminal activity) that are available to employees. Elective trainings exist on the Vector learning management system regarding Title IX and the Clery Act. The Vector learning management system can be accessed here: <https://govst-il.vectorlmsedu.com> (GovState login credentials required)

NEXT STEPS: ACTING ON THE RESULTS

The responses to the 2024 Survey questions are being analyzed to determine what steps are needed to address areas of concern, particularly around (i) creating a culture of dignity and respect for students, (ii) understanding how to report concerns, and (iii) understanding personal responsibilities under Title IX and the Clery Act. This information has been shared with the Board, the President and the campus at large.

October is "Compliance Month" at GovState. Thus, employees can look forward to weekly updates regarding compliance initiatives and the launch of the 2025 mandatory Ethics and Anti-Harassment Training. The Compliance Department also will offer voluntary training specifically on reporting obligations during Academic Year 2025-26.

CONCLUSION

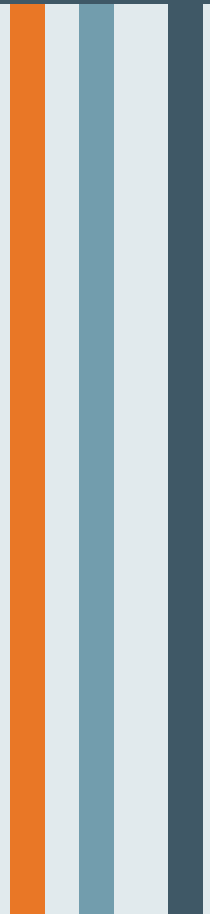
The *Annual Compliance Awareness Survey* is a critical tool for the Office of Compliance and Ethics, and other University offices and departments, to identify areas requiring attention going forward. The results help drive the agenda for training, communications, and policy.

Campus participation in the annual employee survey is essential to the survey's success. Campus feedback on the results and/or potential action items is invited as well.



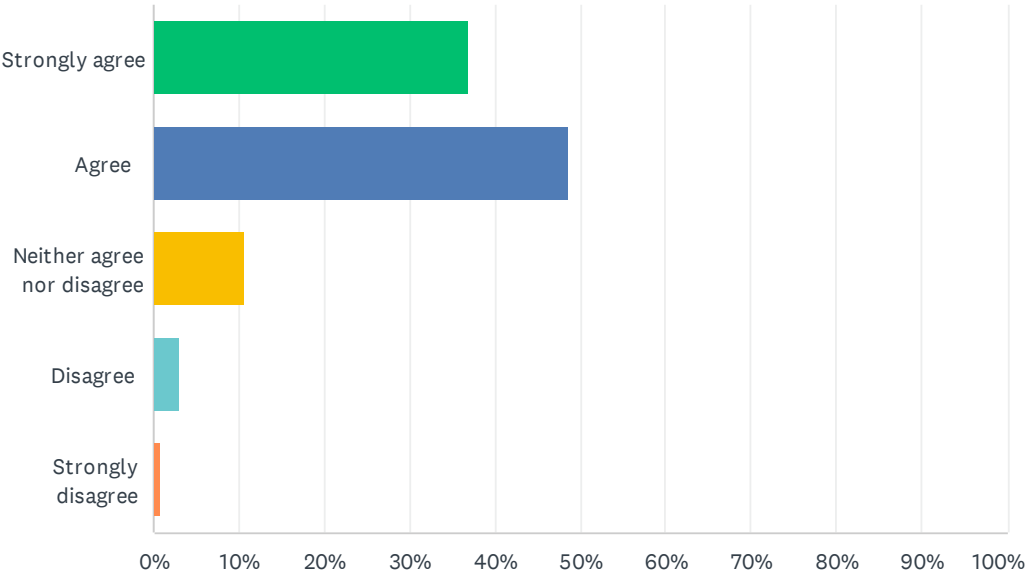


EXHIBIT 1



Q1 Please indicate your level of agreement with the following statement:
“Our institution fosters a culture of compliance.”

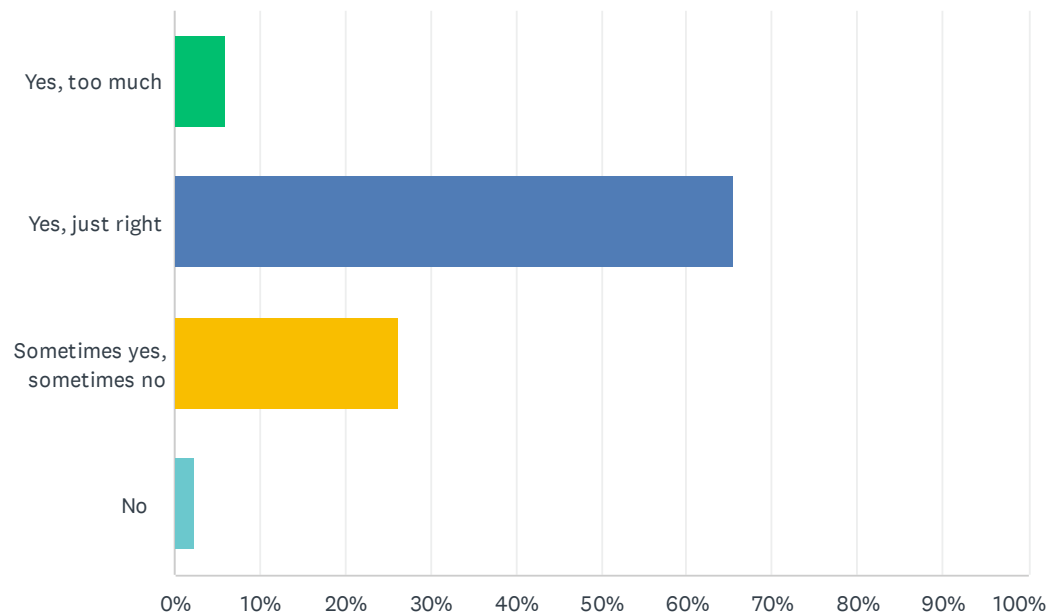
Answered: 471 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	36.94%	174
Agree	48.62%	229
Neither agree nor disagree	10.62%	50
Disagree	2.97%	14
Strongly disagree	0.85%	4
TOTAL		471

Q2 Do you think that compliance and ethics are a strong focus at GovState?

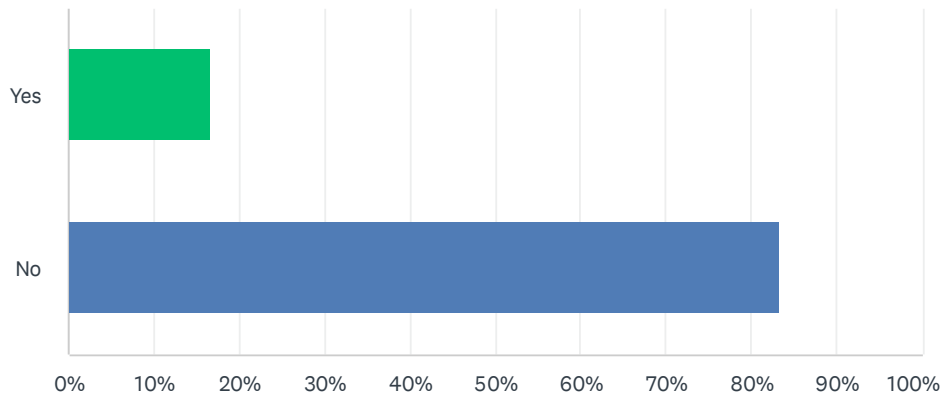
Answered: 468 Skipped: 3



ANSWER CHOICES		RESPONSES	
Yes, too much		5.98%	28
Yes, just right		65.38%	306
Sometimes yes, sometimes no		26.28%	123
No		2.35%	11
TOTAL			468

Q3 Have you observed possible unethical behavior or noncompliance with any Laws or GovState Policies within the last twelve months?

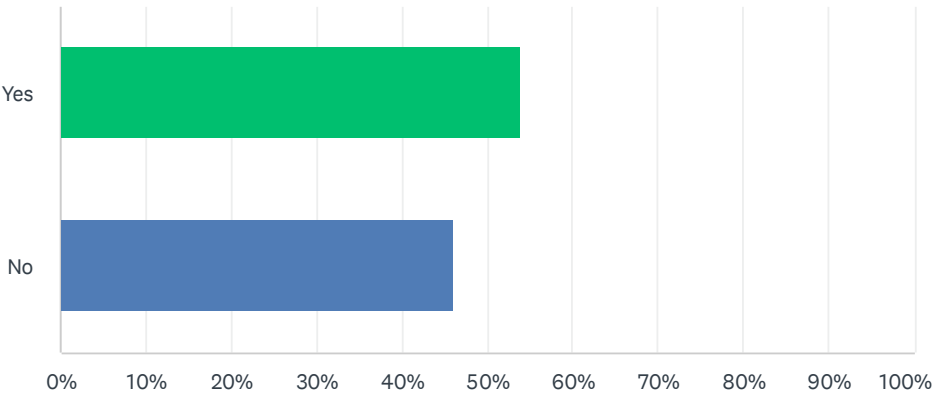
Answered: 464 Skipped: 7



ANSWER CHOICES		RESPONSES	
Yes		16.59%	77
No		83.41%	387
TOTAL			464

Q4 If yes, did you attempt to report it?

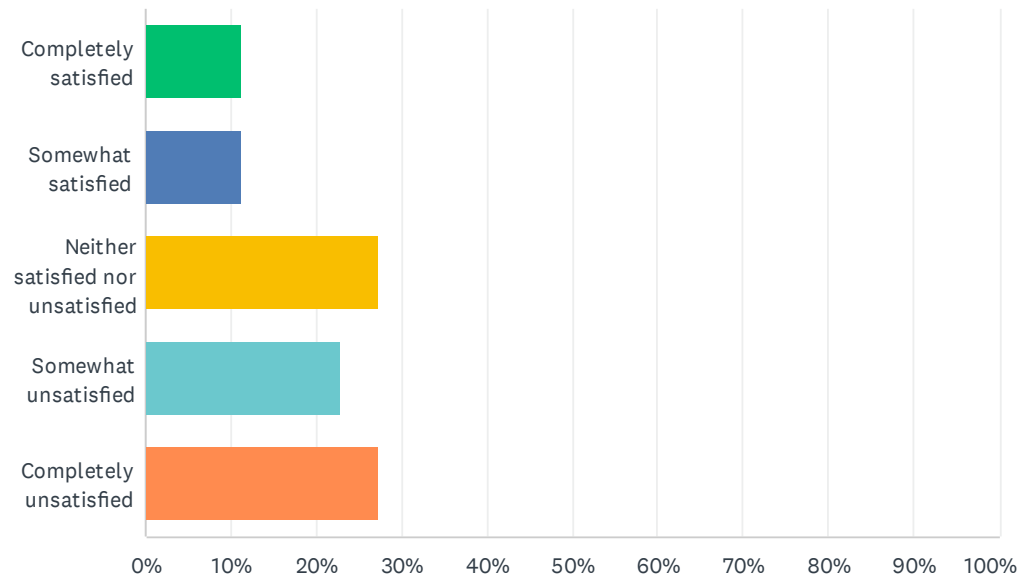
Answered: 78 Skipped: 393



ANSWER CHOICES	RESPONSES	
Yes	53.85%	42
No	46.15%	36
TOTAL		78

Q5 If yes, how satisfied were you with the response to your report?

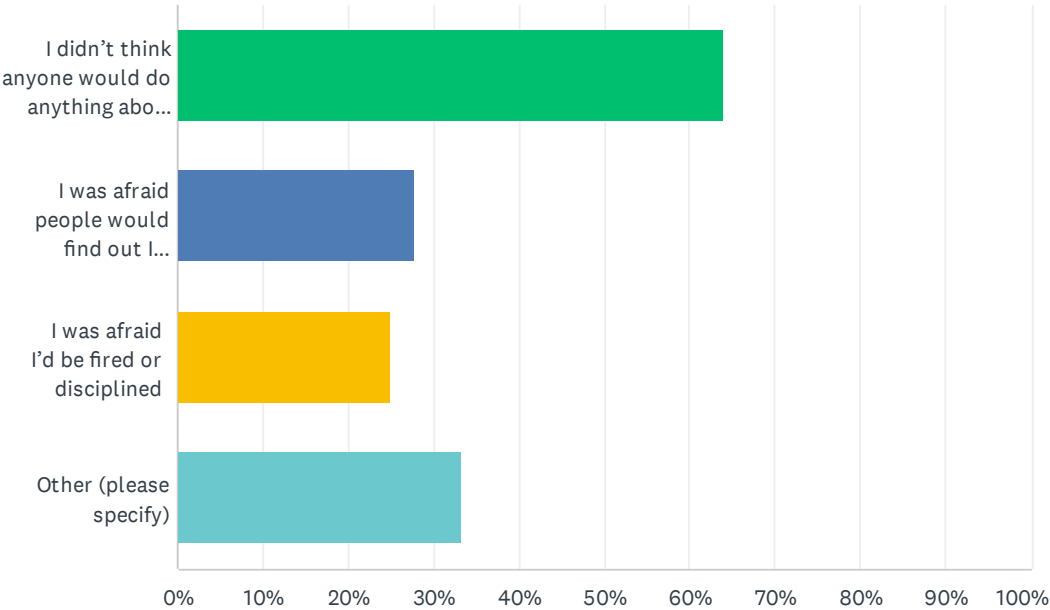
Answered: 44 Skipped: 427



ANSWER CHOICES	RESPONSES	
Completely satisfied	11.36%	5
Somewhat satisfied	11.36%	5
Neither satisfied nor unsatisfied	27.27%	12
Somewhat unsatisfied	22.73%	10
Completely unsatisfied	27.27%	12
TOTAL		44

Q6 If not, why not? (check all that apply and/or fill in the answer below)

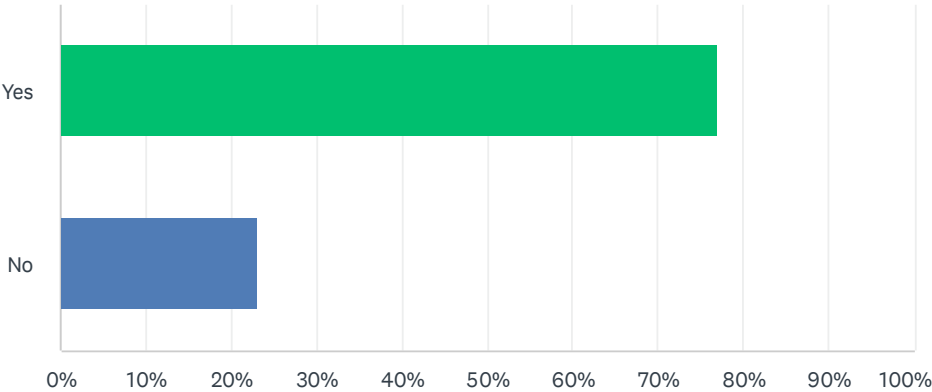
Answered: 36 Skipped: 435



ANSWER CHOICES	RESPONSES	
I didn't think anyone would do anything about it	63.89%	23
I was afraid people would find out I complained	27.78%	10
I was afraid I'd be fired or disciplined	25.00%	9
Other (please specify)	33.33%	12
Total Respondents: 36		

Q7 Do you know how to submit a report regarding possible unethical behavior or noncompliance with Laws or GovState Policies?

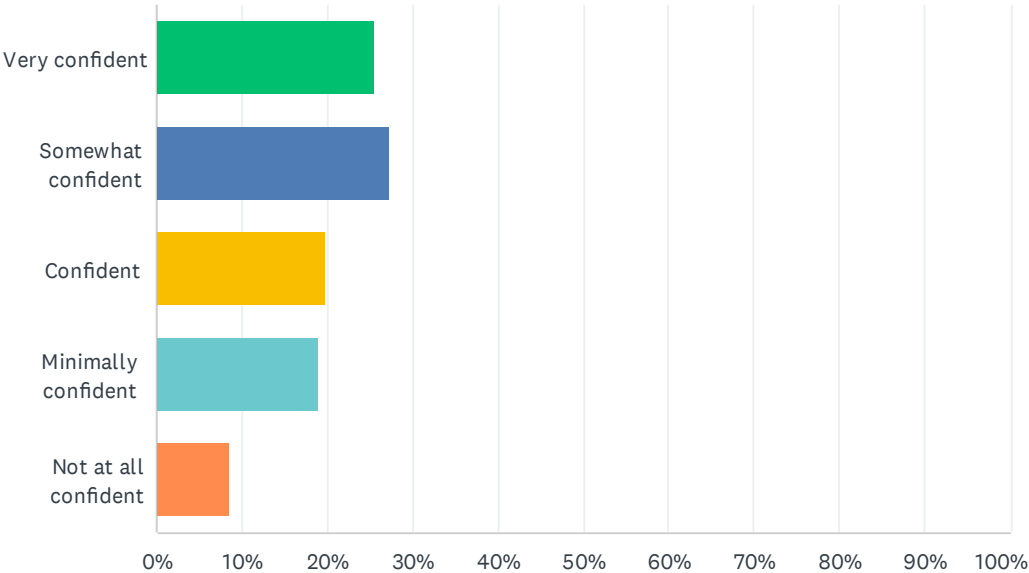
Answered: 461 Skipped: 10



ANSWER CHOICES		RESPONSES	
Yes		77.01%	355
No		22.99%	106
TOTAL			461

Q8 How confident are you that you would be protected from retaliation, retribution, or harassment if you reported possible unethical behavior or noncompliance with any Laws or GovState Policies?

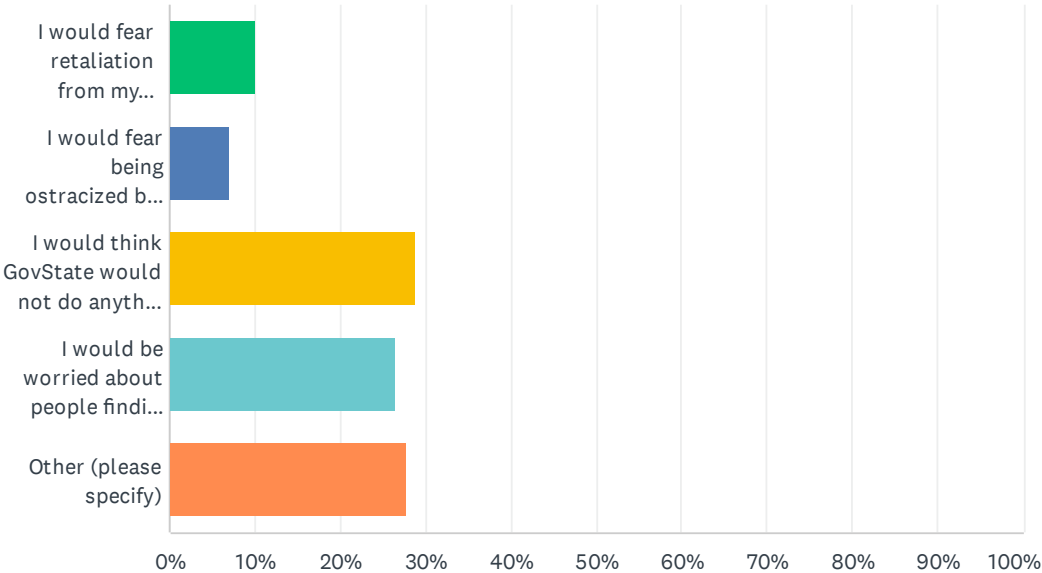
Answered: 459 Skipped: 12



ANSWER CHOICES	RESPONSES	
Very confident	25.49%	117
Somewhat confident	27.23%	125
Confident	19.83%	91
Minimally confident	18.95%	87
Not at all confident	8.50%	39
TOTAL		459

Q9 If you saw possible unethical behavior, noncompliance, or other misconduct and chose not to report it, what would be the most likely reason?

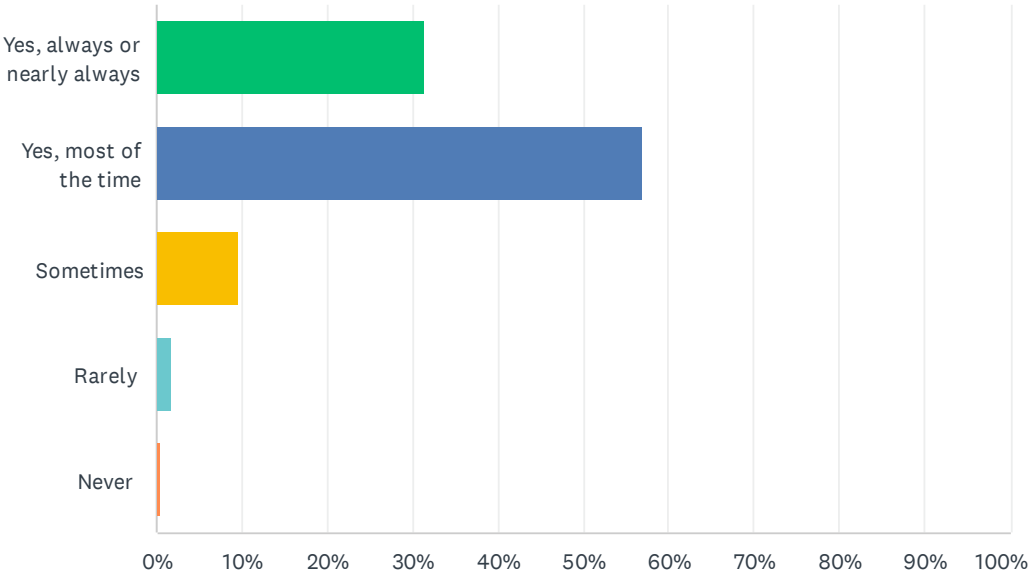
Answered: 446 Skipped: 25



ANSWER CHOICES	RESPONSES	
I would fear retaliation from my supervisor	10.09%	45
I would fear being ostracized by my peers	6.95%	31
I would think GovState would not do anything about it	28.70%	128
I would be worried about people finding out that I reported the incident	26.46%	118
Other (please specify)	27.80%	124
TOTAL		446

Q10 Do you believe that most people working for GovState act in an ethical and compliant way?

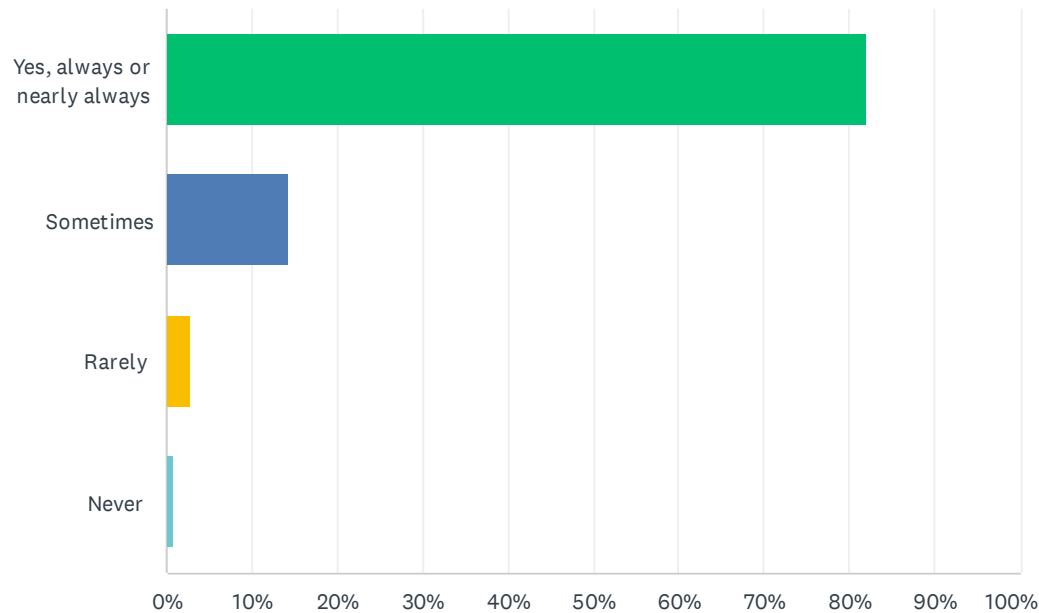
Answered: 454 Skipped: 17



ANSWER CHOICES	RESPONSES	
Yes, always or nearly always	31.28%	142
Yes, most of the time	56.83%	258
Sometimes	9.69%	44
Rarely	1.76%	8
Never	0.44%	2
TOTAL		454

Q11 Do you believe that GovState’s Directors, Vice Presidents and President exhibit ethical and compliant behavior?

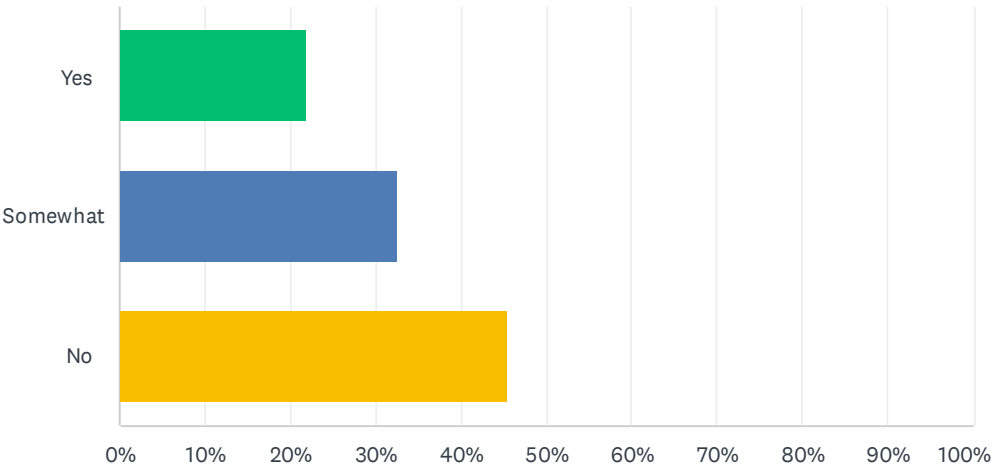
Answered: 448 Skipped: 23



ANSWER CHOICES	RESPONSES	
Yes, always or nearly always	82.14%	368
Sometimes	14.29%	64
Rarely	2.68%	12
Never	0.89%	4
TOTAL		448

Q12 Do you think that high performers can get away with more than low performers when it comes to ethical and compliant behavior?

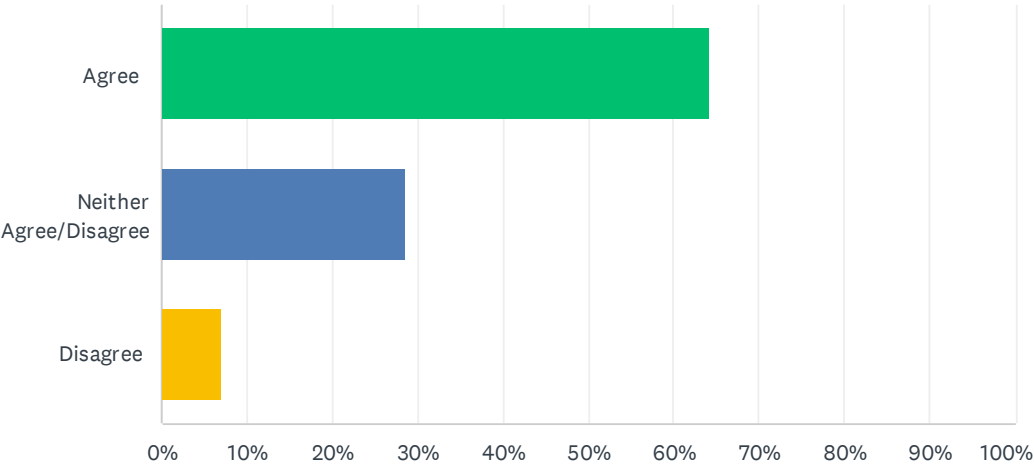
Answered: 449 Skipped: 22



ANSWER CHOICES		RESPONSES	
Yes		22.05%	99
Somewhat		32.52%	146
No		45.43%	204
TOTAL			449

Q13 Agree or Disagree: “I believe that the GovState faculty, staff, and administration treat all GovState students with dignity and respect.”

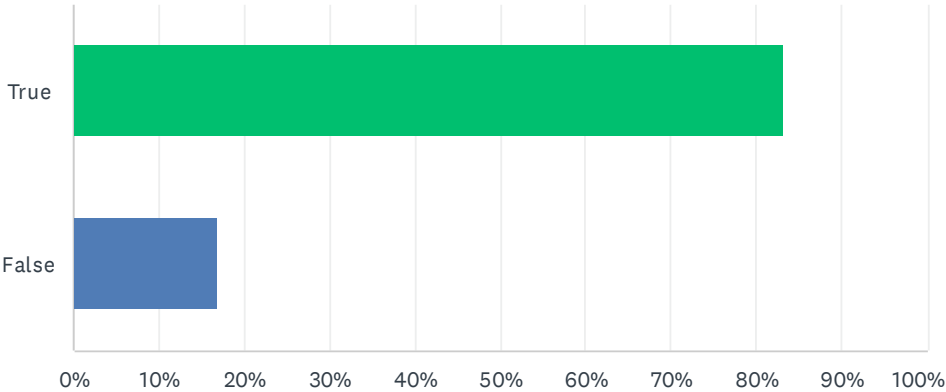
Answered: 450 Skipped: 21



ANSWER CHOICES		RESPONSES	
Agree		64.22%	289
Neither Agree/Disagree		28.67%	129
Disagree		7.11%	32
TOTAL			450

Q15 True or False: “I trust my supervisor to support me in my role and follow through on promises and commitments.”

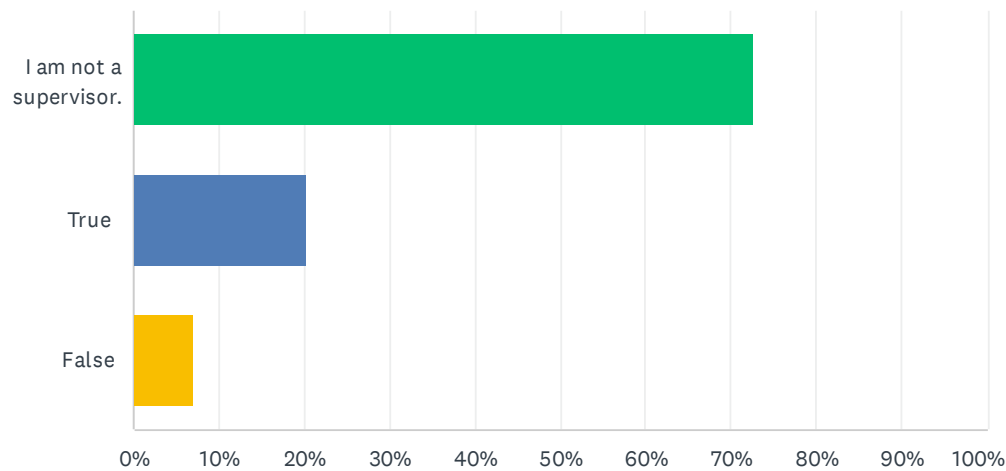
Answered: 446 Skipped: 25



ANSWER CHOICES		RESPONSES	
True		83.18%	371
False		16.82%	75
TOTAL			446

Q17 True or False: “As a supervisor, I have received adequate training to successfully manage and support the employees I supervise.”

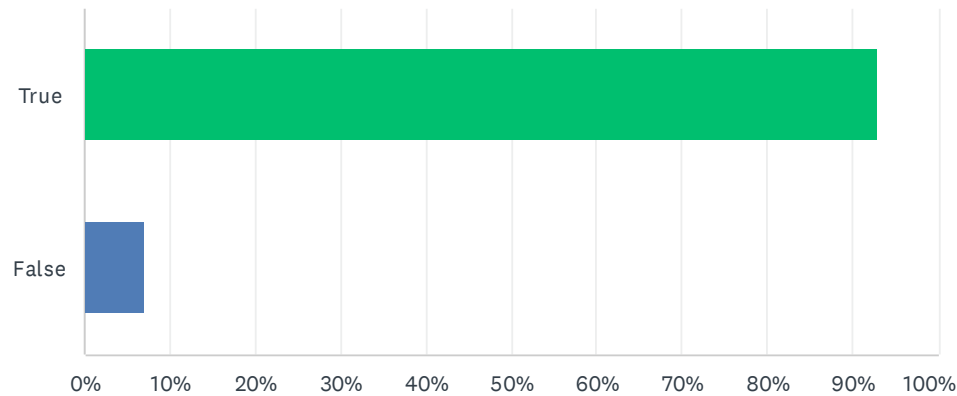
Answered: 449 Skipped: 22



ANSWER CHOICES		RESPONSES	
I am not a supervisor.		72.61%	326
True		20.27%	91
False		7.13%	32
TOTAL			449

Q19 True or False: “I am aware that GovState updated its Title IX policy (Policy 78) and procedures effective August 1, 2024.”

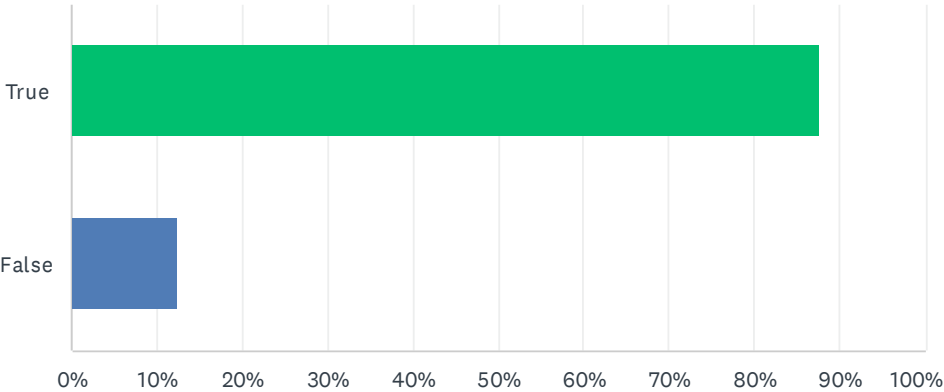
Answered: 450 Skipped: 21



ANSWER CHOICES	RESPONSES	
True	92.89%	418
False	7.11%	32
TOTAL		450

Q20 True or False: “I know how and where to find copies of the updated GovState Title IX policy (Policy 78) and procedures.”

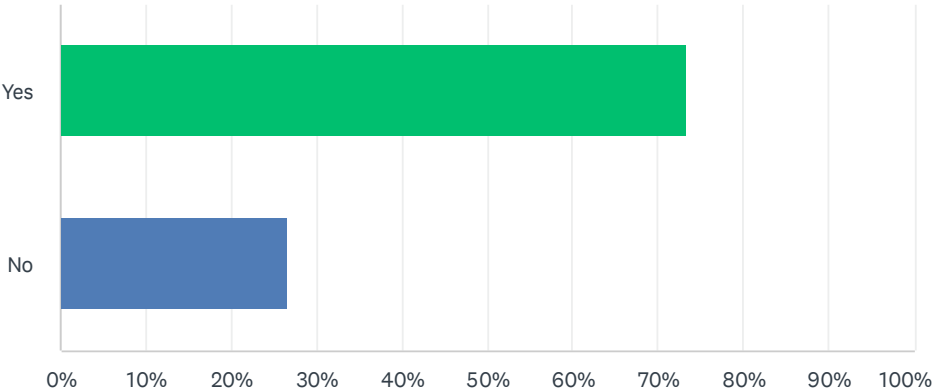
Answered: 448 Skipped: 23



ANSWER CHOICES	RESPONSES	
True	87.72%	393
False	12.28%	55
TOTAL		448

Q21 Have you read any part (or all) of the updated GovState Title IX policy (Policy 78) and procedures?

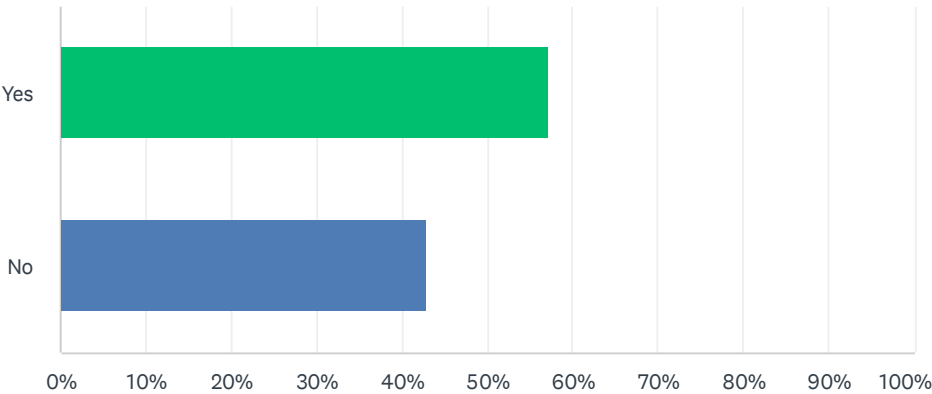
Answered: 448 Skipped: 23



ANSWER CHOICES	RESPONSES	
Yes	73.44%	329
No	26.56%	119
TOTAL		448

Q22 Have you visited GovState’s updated Title IX webpages (such as www.govst.edu/TitleIX) since August 1, 2024?

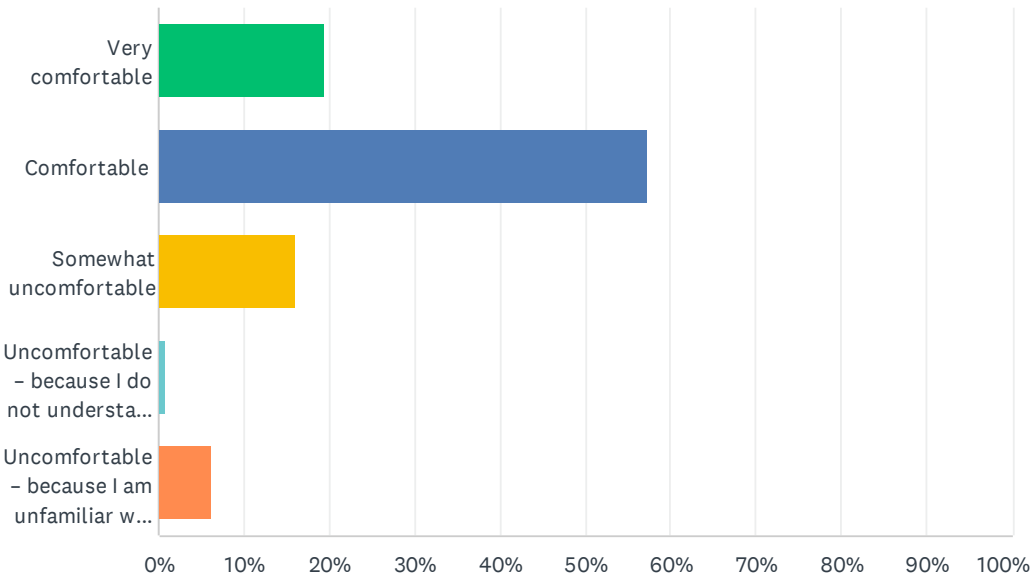
Answered: 449 Skipped: 22



ANSWER CHOICES		RESPONSES	
Yes		57.24%	257
No		42.76%	192
TOTAL			449

Q23 How comfortable are you that you know what your responsibilities and obligations under the updated GovState Title IX policy (Policy 78) and procedures are?

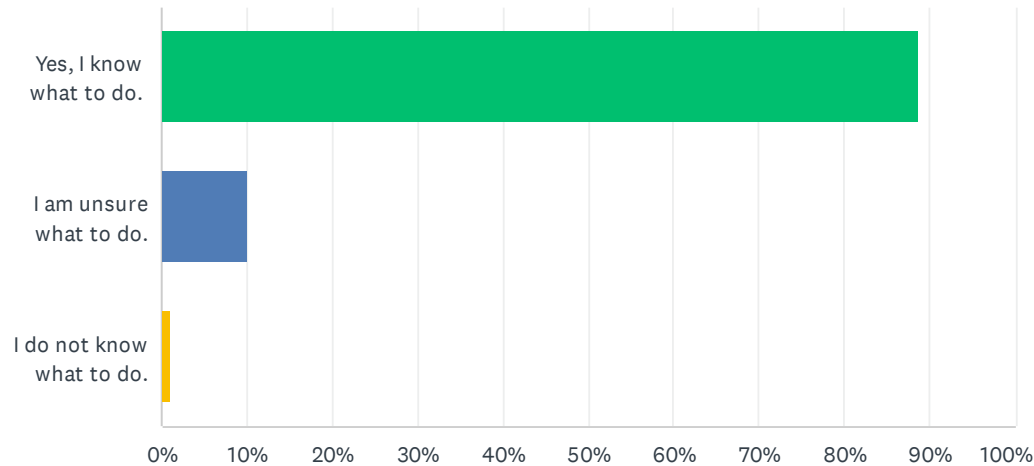
Answered: 446 Skipped: 25



ANSWER CHOICES	RESPONSES	
Very comfortable	19.51%	87
Comfortable	57.40%	256
Somewhat uncomfortable	15.92%	71
Uncomfortable – because I do not understand them even after hearing/reading about them	0.90%	4
Uncomfortable – because I am unfamiliar with the provisions of the updated policy and procedures	6.28%	28
TOTAL		446

Q24 Do you know what to do under Title IX and GovState’s updated Title IX policy (Policy 78) and procedures if you witness possible sex discrimination or hear about possible sex discrimination from someone else?

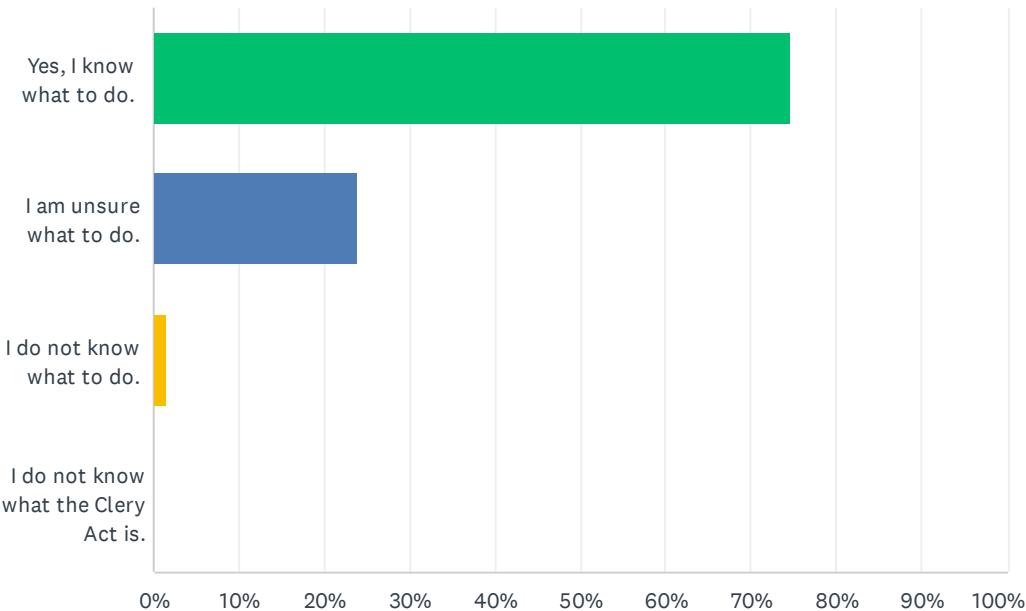
Answered: 446 Skipped: 25



ANSWER CHOICES	RESPONSES	
Yes, I know what to do.	88.79%	396
I am unsure what to do.	10.09%	45
I do not know what to do.	1.12%	5
TOTAL		446

Q25 Do you know what to do under the Clery Act and GovState internal processes if you see a crime being committed on campus or hear about a crime being committed on campus from someone else?

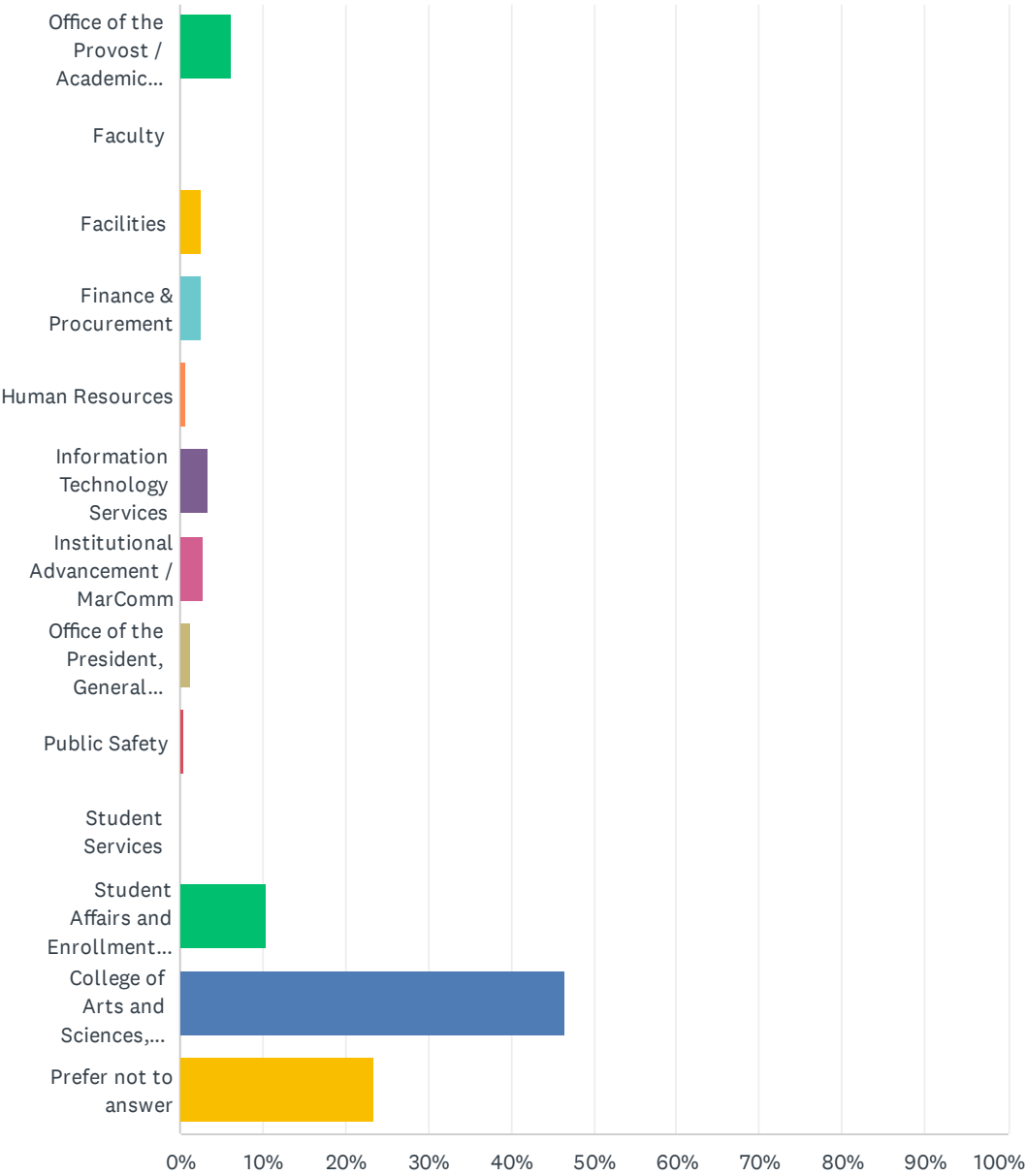
Answered: 441 Skipped: 30



ANSWER CHOICES	RESPONSES	
Yes, I know what to do.	74.60%	329
I am unsure what to do.	23.81%	105
I do not know what to do.	1.59%	7
I do not know what the Clery Act is.	0.00%	0
TOTAL		441

Q26 In which Unit or Department do you work at GovState? (select the option that fits best)

Answered: 442 Skipped: 29



2024FA Compliance Awareness Survey

ANSWER CHOICES	RESPONSES	
Office of the Provost / Academic Support Services	6.11%	27
Faculty	0.00%	0
Facilities	2.49%	11
Finance & Procurement	2.49%	11
Human Resources	0.68%	3
Information Technology Services	3.39%	15
Institutional Advancement / MarComm	2.71%	12
Office of the President, General Counsel, or Internal Auditor	1.36%	6
Public Safety	0.45%	2
Student Services	0.00%	0
Student Affairs and Enrollment Management (including Dean of Students Office, Athletics, Admissions, and Financial Aid)	10.41%	46
College of Arts and Sciences, College of Business, College of Education and Human Development, College of Health and Human Services, College of Graduate Studies, or Honors College	46.38%	205
Prefer not to answer	23.53%	104
TOTAL		442

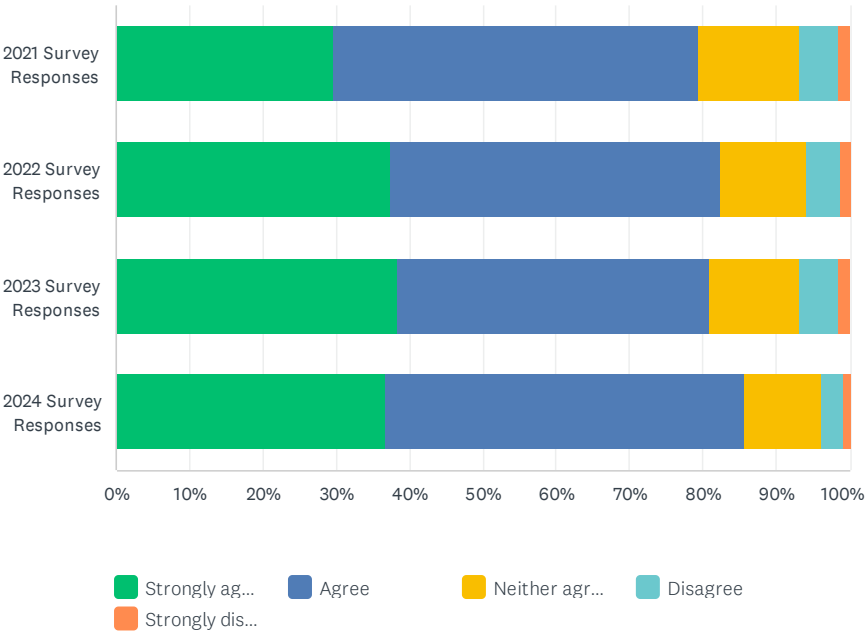
BACK TO REPORT

EXHIBIT 2



Q1 Please indicate your level of agreement with the following statement: “Our institution fosters a culture of compliance.”

Answered: 1,706 Skipped: 2

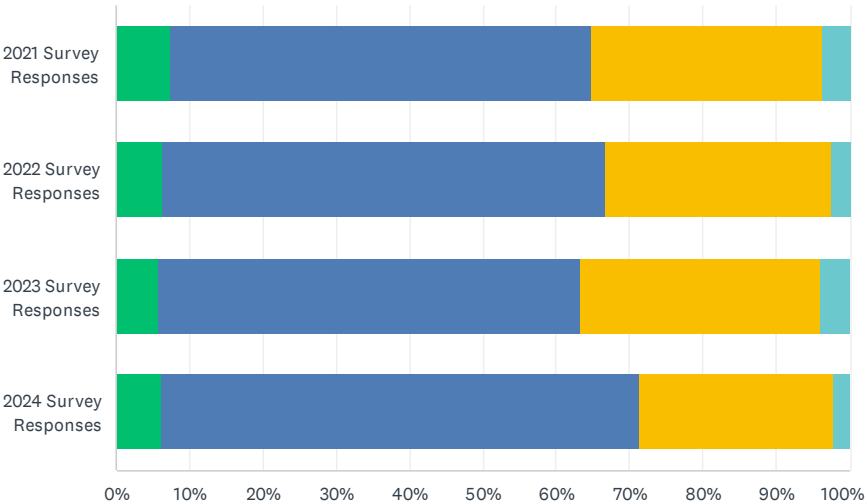


	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	TOTAL
2021 Survey Responses (B)	29.61% 122 ACD	49.76% 205 C	13.83% 57	5.34% 22	1.46% 6	24.15% 412
2022 Survey Responses (A)	37.47% 145 B	44.96% 174	11.63% 45	4.65% 18	1.29% 5	22.68% 387
2023 Survey Responses (C)	38.39% 167 B	42.53% 185 B	12.41% 54	5.29% 23	1.38% 6	25.50% 435
2024 Survey Responses (D)	36.86% 174 B	48.73% 230	10.59% 50	2.97% 14	0.85% 4	27.67% 472
Total Respondents	608	794	206	77	21	1,706

BACK TO REPORT

Q2 Do you think that compliance and ethics are a strong focus at GovState?

Answered: 1,692 Skipped: 16



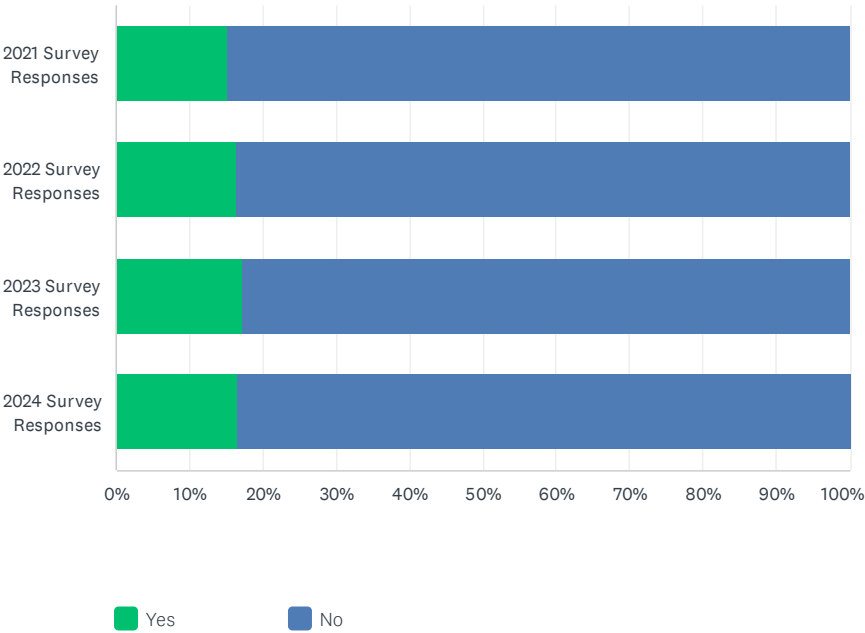
Yes, too mu... Yes, just rig... Sometimes... No

	YES, TOO MUCH	YES, JUST RIGHT	SOMETIMES YES, SOMETIMES NO	NO	TOTAL
2021 Survey Responses (B)	7.28% 30	57.52% 237 D	31.55% 130	3.64% 15	24.35% 412
2022 Survey Responses (A)	6.37% 24	60.21% 227	31.03% 117	2.39% 9	22.28% 377
2023 Survey Responses (C)	5.76% 25	57.60% 250 D	32.72% 142 D	3.92% 17	25.65% 434
2024 Survey Responses (D)	6.18% 29	65.25% 306 BC	26.23% 123 C	2.35% 11	27.72% 469
Total Respondents	108	1,020	512	52	1,692

BACK TO REPORT

Q3 Have you observed possible unethical behavior or noncompliance with any Laws or GovState Policies within the last twelve months?

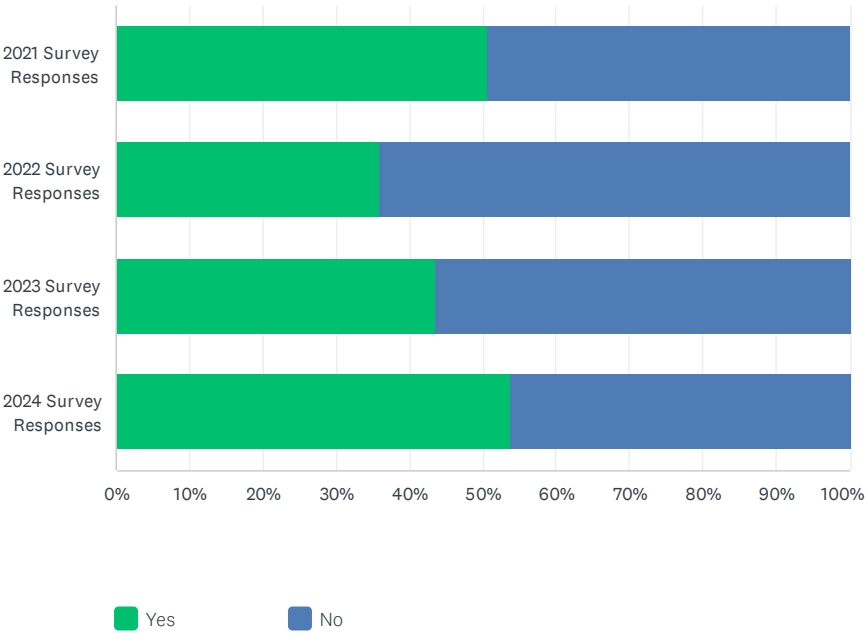
Answered: 1,668 Skipped: 40



	YES	NO	TOTAL
2021 Survey Responses (B)	15.16% 62	84.84% 347	24.52% 409
2022 Survey Responses (A)	16.30% 60	83.70% 308	22.06% 368
2023 Survey Responses (C)	17.14% 73	82.86% 353	25.54% 426
2024 Survey Responses (D)	16.56% 77	83.44% 388	27.88% 465
Total Respondents	272	1,396	1,668

Q4 If yes, did you attempt to report it?

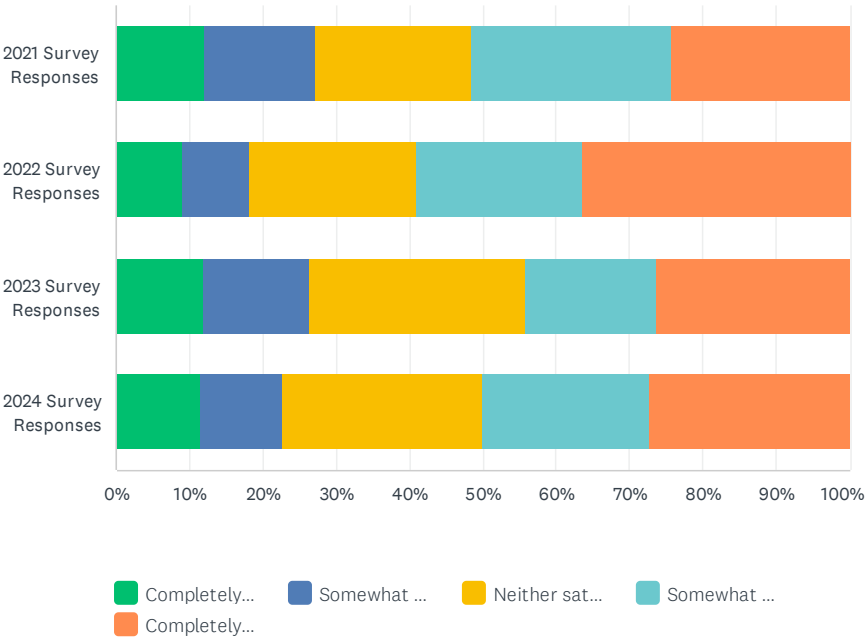
Answered: 285 Skipped: 1,423



	YES	NO	TOTAL
2021 Survey Responses (B)	50.77% 33	49.23% 32	22.81% 65
2022 Survey Responses (A)	35.94% 23 D	64.06% 41 D	22.46% 64
2023 Survey Responses (C)	43.59% 34	56.41% 44	27.37% 78
2024 Survey Responses (D)	53.85% 42 A	46.15% 36 A	27.37% 78
Total Respondents	132	153	285

Q5 If yes, how satisfied were you with the response to your report?

Answered: 133 Skipped: 1,575

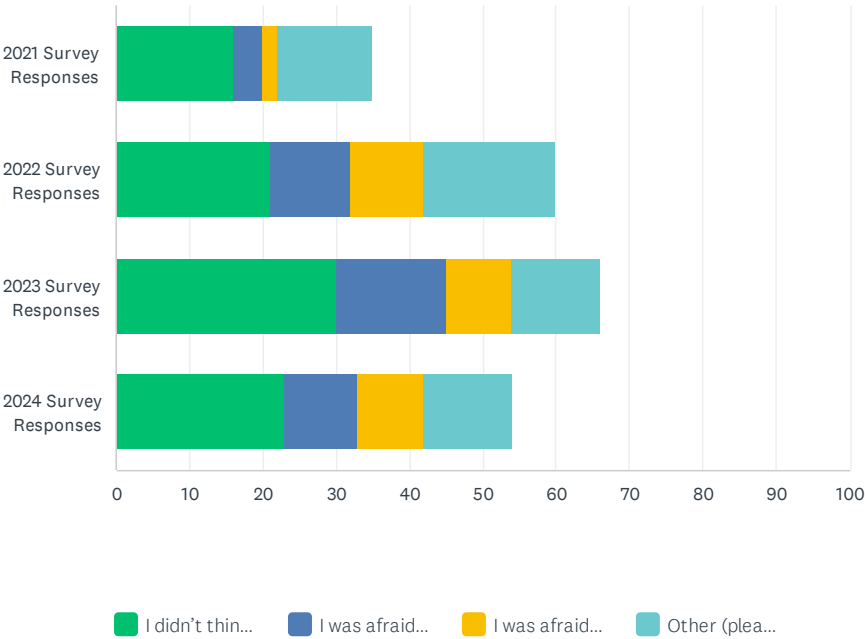


	COMPLETELY SATISFIED	SOMEWHAT SATISFIED	NEITHER SATISFIED NOR UNSATISFIED	SOMEWHAT UNSATISFIED	COMPLETELY UNSATISFIED	TOTAL
2021 Survey Responses (B)	12.12% 4	15.15% 5	21.21% 7	27.27% 9	24.24% 8	24.81% 33
2022 Survey Responses (A)	9.09% 2	9.09% 2	22.73% 5	22.73% 5	36.36% 8	16.54% 22
2023 Survey Responses (C)	11.76% 4	14.71% 5	29.41% 10	17.65% 6	26.47% 9	25.56% 34
2024 Survey Responses (D)	11.36% 5	11.36% 5	27.27% 12	22.73% 10	27.27% 12	33.08% 44
Total Respondents	15	17	34	30	37	133

BACK TO REPORT

Q6 If not, why not? (check all that apply and/or fill in the answer below)

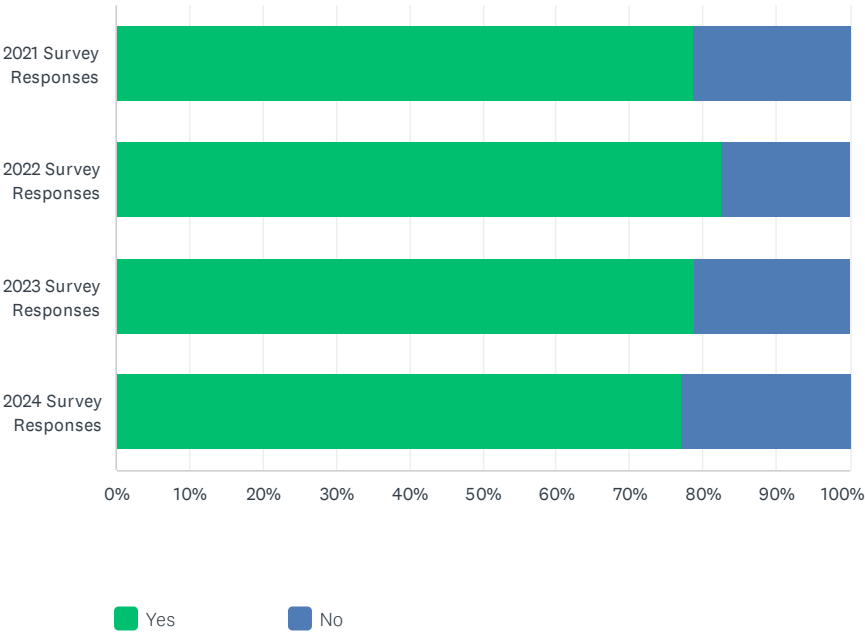
Answered: 143 Skipped: 1,565



	I DIDN'T THINK ANYONE WOULD DO ANYTHING ABOUT IT	I WAS AFRAID PEOPLE WOULD FIND OUT I COMPLAINED	I WAS AFRAID I'D BE FIRED OR DISCIPLINED	OTHER (PLEASE SPECIFY)	TOTAL
2021 Survey Responses (B)	57.14% 16	14.29% 4	7.14% 2	46.43% 13	24.48% 35
2022 Survey Responses (A)	56.76% 21	29.73% 11	27.03% 10	48.65% 18	41.96% 60
2023 Survey Responses (C)	71.43% 30	35.71% 15	21.43% 9	28.57% 12	46.15% 66
2024 Survey Responses (D)	63.89% 23	27.78% 10	25.00% 9	33.33% 12	37.76% 54
Total Respondents	90	40	30	55	143

Q7 Do you know how to submit a report regarding possible unethical behavior or noncompliance with Laws or GovState Policies?

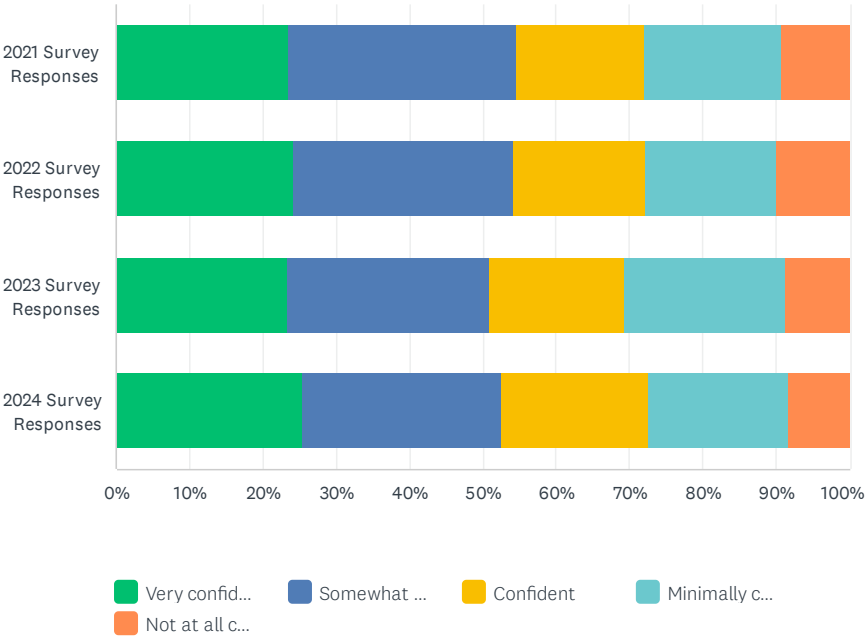
Answered: 1,647 Skipped: 61



	YES	NO	TOTAL
2021 Survey Responses (B)	78.80% 316	21.20% 85	24.35% 401
2022 Survey Responses (A)	82.56% 303	17.44% 64	22.28% 367
2023 Survey Responses (C)	78.90% 329	21.10% 88	25.32% 417
2024 Survey Responses (D)	77.06% 356	22.94% 106	28.05% 462
Total Respondents	1,304	343	1,647

Q8 How confident are you that you would be protected from retaliation, retribution, or harassment if you reported possible unethical behavior or noncompliance with any Laws or GovState Policies?

Answered: 1,645 Skipped: 63

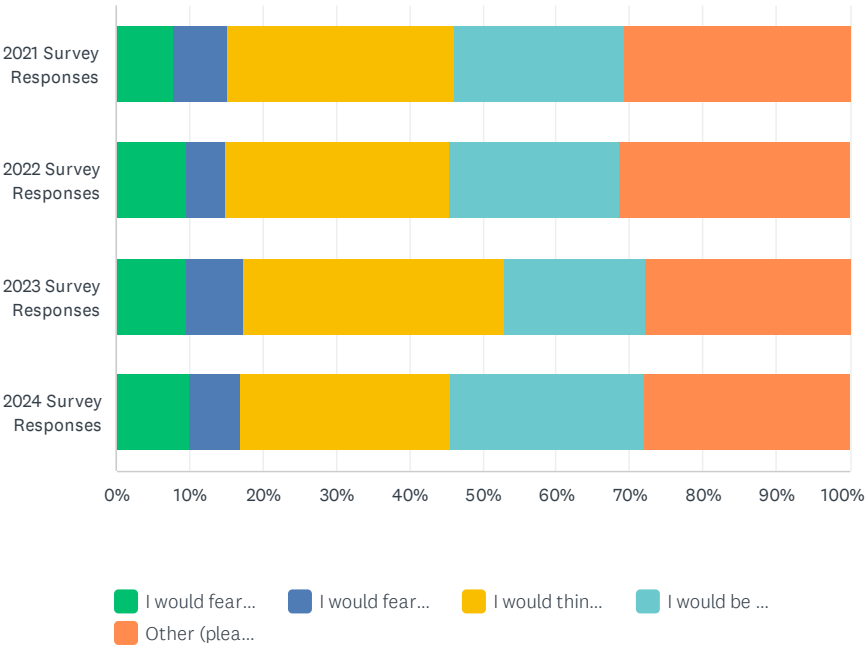


	VERY CONFIDENT	SOMEWHAT CONFIDENT	CONFIDENT	MINIMALLY CONFIDENT	NOT AT ALL CONFIDENT	TOTAL
2021 Survey Responses (B)	23.57% 95	31.02% 125	17.37% 70	18.86% 76	9.18% 37	24.50% 403
2022 Survey Responses (A)	24.04% 88	30.05% 110	18.03% 66	17.76% 65	10.11% 37	22.25% 366
2023 Survey Responses (C)	23.32% 97	27.64% 115	18.27% 76	21.88% 91	8.89% 37	25.29% 416
2024 Survey Responses (D)	25.43% 117	27.17% 125	20.00% 92	18.91% 87	8.48% 39	27.96% 460
Total Respondents	397	475	304	319	150	1,645

BACK TO REPORT

Q9 If you saw possible unethical behavior, noncompliance, or other misconduct and chose not to report it, what would be the most likely reason?

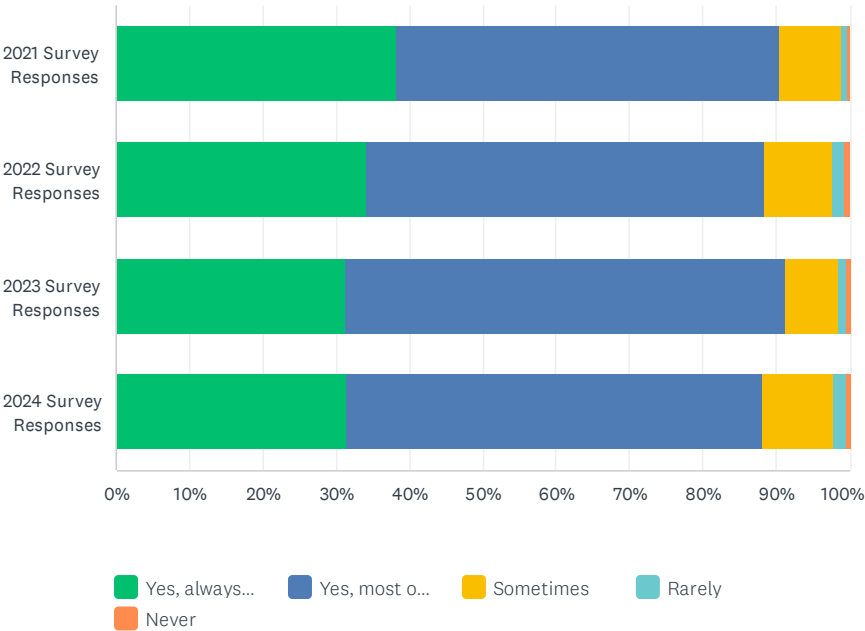
Answered: 1,583 Skipped: 125



	I WOULD FEAR RETALIATION FROM MY SUPERVISOR	I WOULD FEAR BEING OSTRACIZED BY MY PEERS	I WOULD THINK GOVSTATE WOULD NOT DO ANYTHING ABOUT IT	I WOULD BE WORRIED ABOUT PEOPLE FINDING OUT THAT I REPORTED THE INCIDENT	OTHER (PLEASE SPECIFY)	TOTAL
2021 Survey Responses (B)	7.79% 30	7.27% 28	31.17% 120	23.12% 89	30.65% 118	24.32% 385
2022 Survey Responses (A)	9.58% 34	5.35% 19	30.42% 108	23.38% 83	31.27% 111	22.43% 355
2023 Survey Responses (C)	9.60% 38	7.83% 31	35.61% 141 D	19.19% 76 D	27.78% 110	25.02% 396
2024 Survey Responses (D)	10.07% 45	6.94% 31	28.64% 128 C	26.40% 118 C	27.96% 125	28.24% 447
Total Respondents	147	109	497	366	464	1,583

Q10 Do you believe that most people working for GovState act in an ethical and compliant way?

Answered: 1,611 Skipped: 97

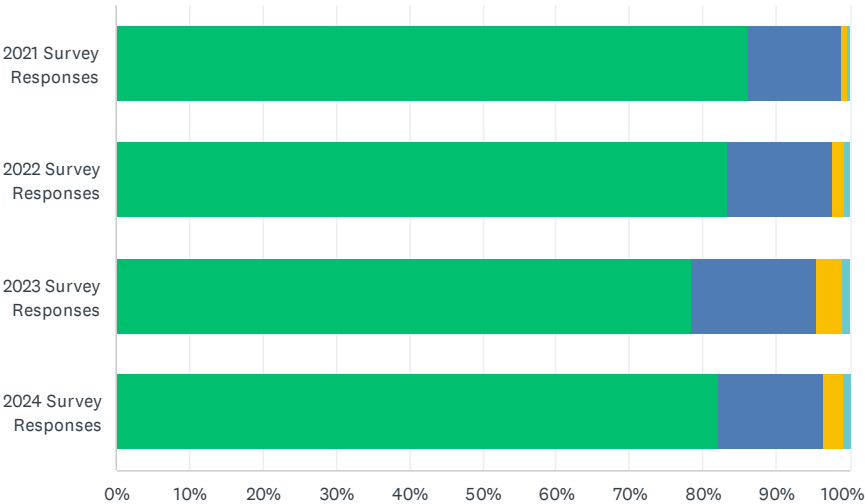


	YES, ALWAYS OR NEARLY ALWAYS	YES, MOST OF THE TIME	SOMETIMES	RARELY	NEVER	TOTAL
2021 Survey Responses (B)	38.30% 149 CD	52.19% 203 C	8.48% 33	0.77% 3	0.26% 1	24.15% 389
2022 Survey Responses (A)	34.07% 123	54.29% 196	9.42% 34	1.66% 6	0.55% 2	22.41% 361
2023 Survey Responses (C)	31.28% 127 B	59.85% 243 B	7.39% 30	0.99% 4	0.49% 2	25.20% 406
2024 Survey Responses (D)	31.43% 143 B	56.70% 258	9.67% 44	1.76% 8	0.44% 2	28.24% 455
Total Respondents	542	900	141	21	7	1,611

BACK TO REPORT

Q11 Do you believe that GovState's Directors, Vice Presidents and President exhibit ethical and compliant behavior?

Answered: 1,587 Skipped: 121



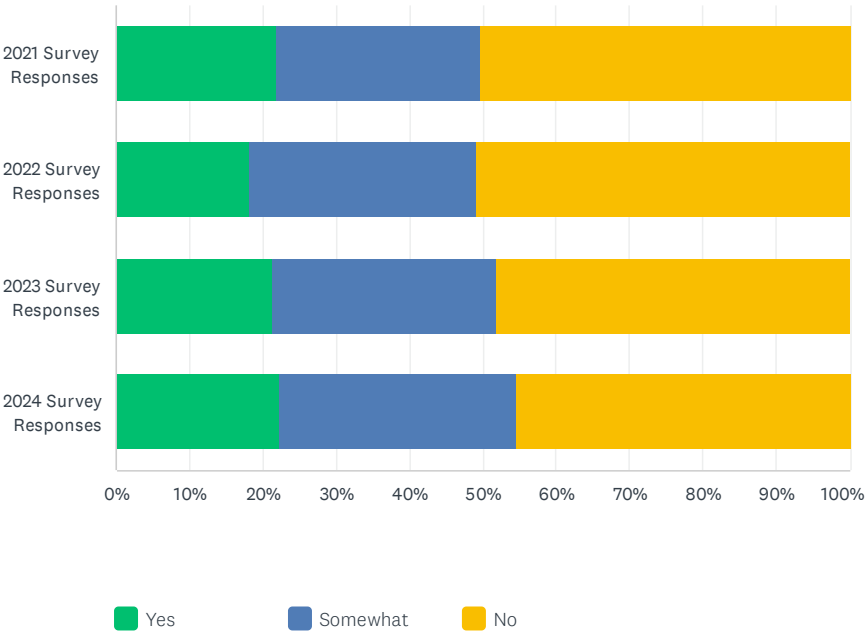
Yes, always... Sometimes Rarely Never

	YES, ALWAYS OR NEARLY ALWAYS	SOMETIMES	RARELY	NEVER	TOTAL
2021 Survey Responses (B)	86.30% 334	12.66% 49	0.78% 3 CD	0.26% 1	24.39% 387
2022 Survey Responses (A)	83.38% 296	14.37% 51	1.69% 6	0.56% 2	22.37% 355
2023 Survey Responses (C)	78.54% 311	16.92% 67	3.54% 14 B	1.01% 4	24.95% 396
2024 Survey Responses (D)	82.18% 369	14.25% 64	2.67% 12 B	0.89% 4	28.29% 449
Total Respondents	1,310	231	35	11	1,587

BACK TO REPORT

Q12 Do you think that high performers can get away with more than low performers when it comes to ethical and compliant behavior?

Answered: 1,588 Skipped: 120



	YES	SOMEWHAT	NO	TOTAL
2021 Survey Responses (B)	21.93% 84	27.68% 106	50.39% 193	24.12% 383
2022 Survey Responses (A)	18.26% 65	30.90% 110	50.84% 181	22.42% 356
2023 Survey Responses (C)	21.30% 85	30.58% 122	48.12% 192	25.13% 399
2024 Survey Responses (D)	22.22% 100	32.44% 146	45.33% 204	28.34% 450
Total Respondents	334	484	770	1,588



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