



**Donald J. Stockton, Ed.D.**  
*Superintendent of Schools*



Dear CISD Employee,

As Superintendent of Conroe ISD, one of my most important duties is to provide the best possible workplace for everyone in the District. It is important that we enjoy our jobs and the people with whom we work. But it is also important to work in a safe, secure and ethical workplace. If any one of us believes that something dishonorable or unethical is happening, then we cannot feel proud to work here, feel good about our jobs, or attain our highest productivity.

Every person shares in the responsibility for promoting a positive environment, and we all need to work together on this. To help, we have installed a phone and Internet-based reporting system called CISD Ethics Hotline operated by EthicsPoint. This hotline will enable you, with just a phone call or computer message, to report concerns related to safety, security or ethical behavior. The District's dedicated ethics hotline number is 1-866-294-9305 and the website is: [www.ethicspoint.com](http://www.ethicspoint.com). You can also link to EthicsPoint on the CISD webpage under "Employee", as well as through First Class in the Conferences folder. The hotline and the website are available in both English and Spanish, for your convenience.

In a way, this system is much like the old suggestion box method of sharing information, except that it allows us to do much more while protecting your anonymity at the same time. A company called EthicsPoint manages the reporting system for us and they have gone to great lengths to ensure that it is completely confidential. No one inside the District will ever know the source of the information that is reported unless you want them to.

Your input is essential to ensure that we maintain a positive, productive workplace. If you observe misconduct, we want you to report it on this ethics hotline or computer link. However, if you observe something that you aren't sure is a problem, but think it might be, you can also call or email just to ask for clarification.

You have my promise that all reports will be reviewed and responded to appropriately.

Please join me in using the CISD Ethics Hotline reporting system.

**Remember:** The District's dedicated toll-free number is 1-866-294-9305 and the website is:  
[www.ethicspoint.com](http://www.ethicspoint.com)

Sincerely,

Donald J. Stockton  
*Superintendent*