



INDIANA DEPARTMENT OF ENVIRONMENTAL MANAGEMENT

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Mike Braun
Governor

Clint Woods
Commissioner

To: Katherine Noel
Chair, Indiana State Ethics Commission

William Deane
Ethics Director, Office of the Indiana Inspector General

From: James French
Ethics Officer, Indiana Department of Environmental Management

Date: March 20, 2026

Re: Waiver of 42 IAC 1-15-1

FILED

MAR 20 2026

INDIANA STATE
ETHICS COMMISSION

In accordance with 42 IAC 1-5-1(c), as the Indiana Department of Environmental Management's (IDEM's) Ethics Officer, I am filing this waiver of the application of the Gift Rule based on the following facts.

Chrystal Wagner and Leigh Anne Harvey are both employees of the State, working in IDEM's Compliance and Technical Assistance Program (CTAP) in Senior Environmental Manager I positions. CTAP provides confidential assistance to Indiana businesses to help bring them into compliance with IDEM regulations.

Wagner and Harvey were both gifted free registration and booth space by the Indiana Chamber of Commerce (the Chamber) to attend the 2026 Indiana Safety and Health Conference (the Conference), which occurred February 24-25, 2026. The address for the Chamber is 115 W Washington St, Indianapolis, IN 46204. The Conference is presented by the Central Indiana Chapter of the American Society of Safety Professionals and the Indiana Chamber of Commerce, in partnership with INSafe and the Coalition for Construction Safety. The Chamber has requested that CTAP attend the event each year to provide their business members with current and relevant information about Indiana environmental regulatory requirements.

Specifically, both employees received free Exhibitor Registration, inclusive of Booth Space, valued at approximately \$800.

Though IDEM does not assert that it has a business relationship with the Chamber, IDEM is nevertheless filing this waiver out of an abundance of caution to avoid any appearance of impropriety.

This waiver of the Gift Rule is consistent with the public interest because the Chamber and its members are IDEM-regulated entities that must comply with Indiana's environmental regulations. The Conference is one of the most efficient ways to promote CTAP's confidential compliance assistance and ultimately helps bring businesses, especially small businesses, into regulatory compliance. The Conference would also present an educational opportunity for CTAP staff who need to stay up to date on the latest in regulatory rules and regulations.

James French
Ethics Officer
Indiana Department of Environmental Management