



CalSTRS Compliance and Ethics Hotline

Enterprise Compliance Services
September 2026



Hotline overview, purpose and benefits

Overview

- Established in early 2020
- Hosted by a third-party vendor (Navex)
- Available online or by phone 24/7/365

Purpose

- Provides a place to anonymously and confidentially report ethics concerns or potential compliance violations.

Benefits

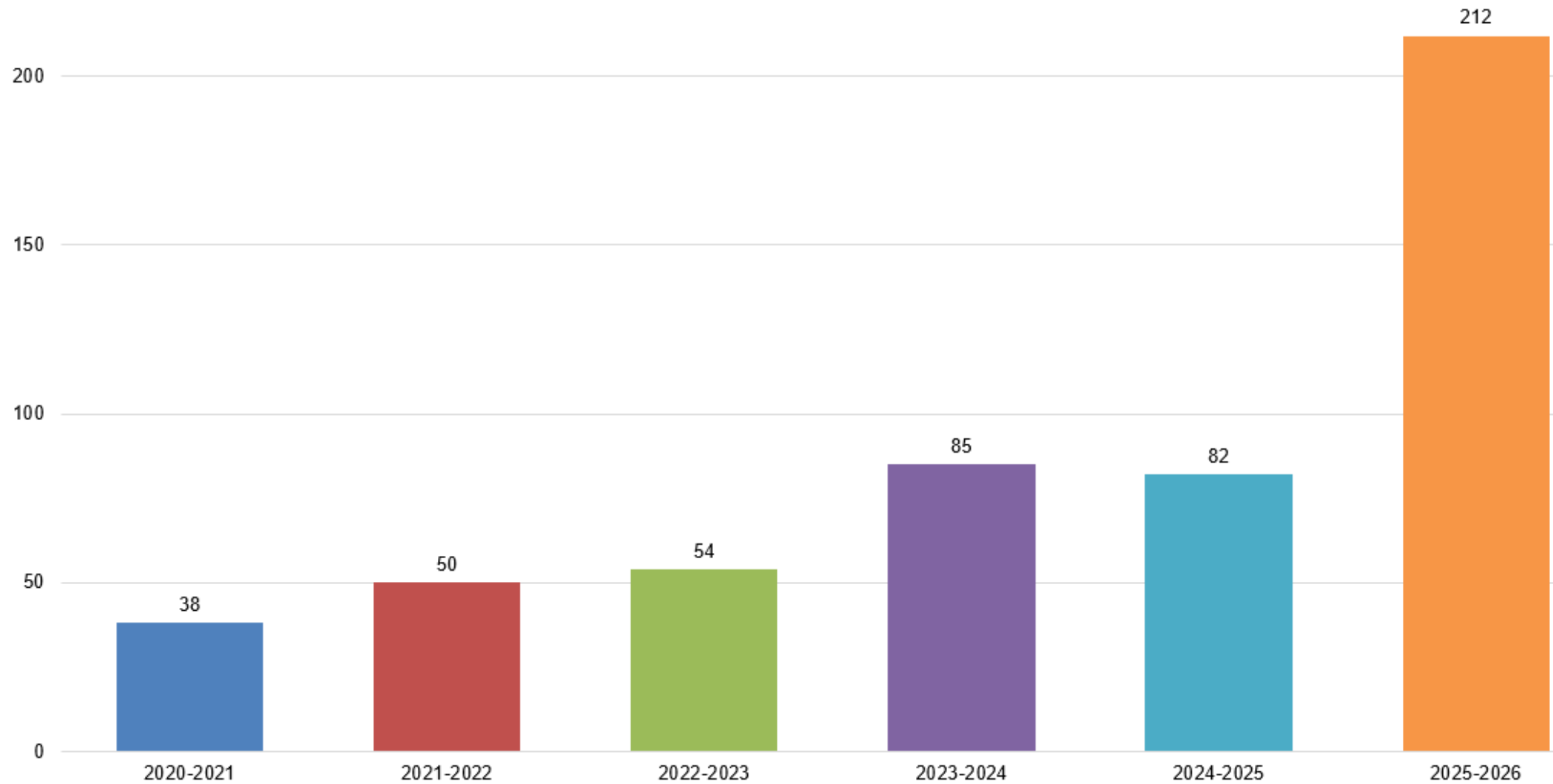
- Supports a strong culture of compliance and ethics by fostering an environment of integrity, transparency and accountability.
- Reinforces our Code of Ethics and Business Conduct and our Core Values.

How to file a report

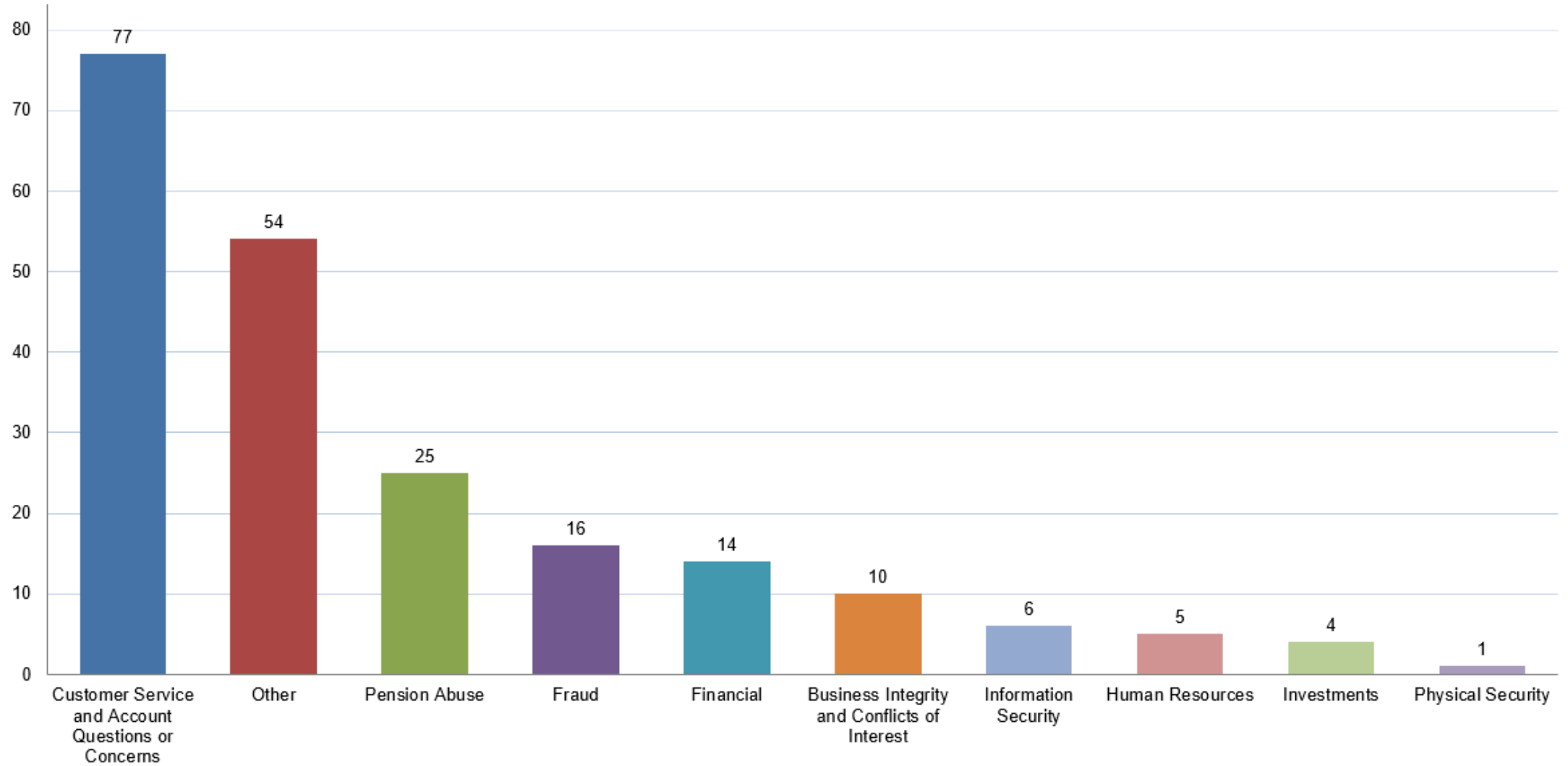
- CalSTRS.com “Contact us” page <https://www.calstrs.com/contact-us>
- Directly at <https://calstrshotline.ethicspoint.com/>
- CalSTRS employees can also make a report through our intranet homepage (Central)
- Call Navex (EthicsPoint) at 844-896-9120



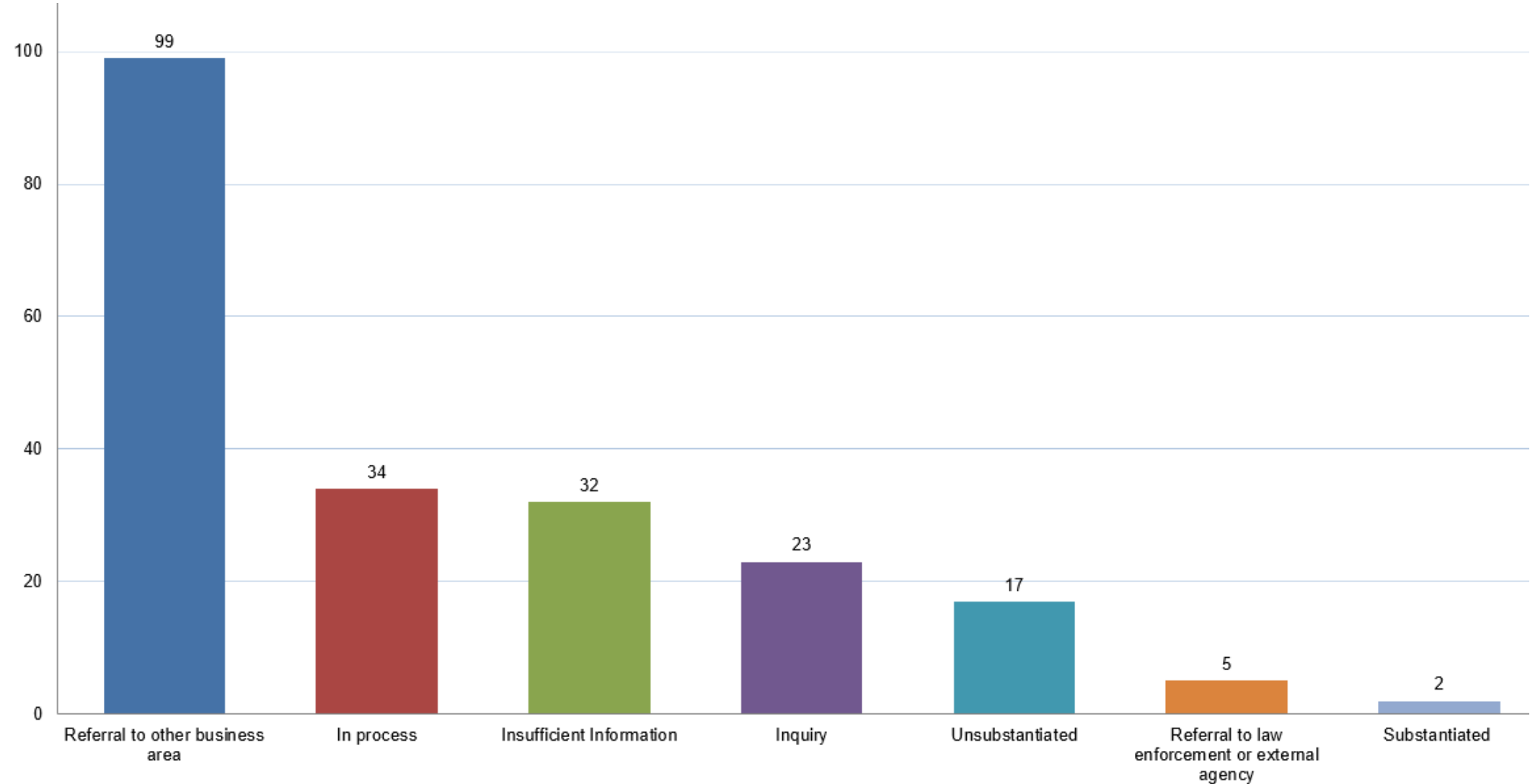
Number of reports received per fiscal year



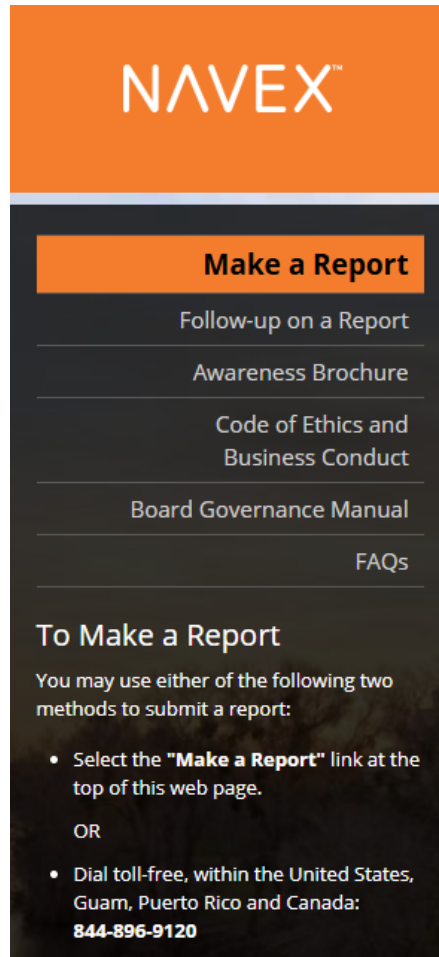
Types of reports received in fiscal year 2025-26



Types of outcomes in fiscal year 2025-26



Hotline awareness



The hotline module in the annual Risk and Compliance Training was updated, enabling staff to confidently report issues.

Annual confidentiality acknowledgment and training attestation was developed for hotline case managers to enhance accountability.

ECS and Public Affairs launched a digital education campaign to highlight the importance of reporting concerns.