

NEW YORK STATE COMMISSION ON ETHICS
AND LOBBYING IN GOVERNMENT

In the Matter of

Trishia Allen,

Respondent.

SETTLEMENT AGREEMENT

COELIG Case No. 23-149

1. This settlement agreement is entered into by and between the New York State Commission on Ethics and Lobbying in Government (the “Commission”) and Trishia Allen (the “Respondent”).

2. The Commission is the New York State agency responsible for administering and enforcing Section 74 of the New York State Public Officers Law (“Public Officers Law”).

3. This memorandum of agreement constitutes the entire agreement between the Commission and the Respondent. There are no promises, agreements, or conditions, express or implied, other than those set forth in this document. No modification, deletion, or addition to this agreement will be valid or binding on either party unless put into writing and signed by all parties.

4. This agreement shall become effective upon execution by the Commission, or its designee, and it is understood that this agreement is not confidential and will be made public in accordance with the provisions set forth in Executive Law §§ 94(10)(p)(ii), (12)(a)(iii), and (13)(b) and 19 NYCRR Part 941.16.

5. The Respondent has agreed to resolve this matter in a manner that avoids additional administrative and/or adjudicatory proceedings. As such, the Respondent stipulates to the following facts and conduct:

- a. The Respondent is currently employed by the New York State Office of Addiction Services and Supports (“OASAS”) as General Counsel.
- b. While employed by OASAS as General Counsel, the Respondent engaged in conduct that gave a reasonable basis for the impression that a person could unduly enjoy the Respondent’s favor and that raised suspicion that Respondent was likely engaged in acts in violation of Respondent’s trust.
- c. Public Officers Law §§ 74(3)(f) and (h) set forth specific standards of conduct for state officers and employees and provide, in pertinent part, that:

(f) An officer or employee of a state agency...should not by his or her conduct give reasonable basis for the impression that any person can improperly influence him or her or unduly enjoy his or her favor in the

performance of his or her official duties, or that he or she is affected by the kinship, rank, position or influence of any party or person.

(h) An officer or employee of a state agency . . . should endeavor to pursue a course of conduct which will not raise suspicion among the public that he or she is likely to be engaged in acts that are in violation of his or her trust.

d. The Commission’s investigation found the following:

- i. Respondent had a subordinate employee (“Employee 1”), without remuneration or reimbursement, watch and board her dog while Respondent was on vacation.
- ii. Respondent routinely had Employee 1 accompany the Respondent on private outings, and on or around November 8, 2022, Respondent spent a weekend away with Employee 1 in Lake Placid, New York.
- iii. Respondent had Employee 1 pick up her lunch inside and outside the office. Further, Respondent had another subordinate employee (“Employee 2”) pick up Respondent’s lunch inside the office and assist with Respondent’s personal calendar.

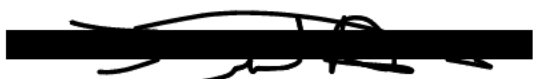
6. Respondent admits that her above-described conduct constitute violations of Public Officers Law §§ 74(3)(f) and (h).

7. In addition to Respondent’s admission to the conduct and Public Officers Law §§ 74(3)(f) and (h) violations, Respondent agrees to be retrained in New York State’s ethics laws in settlement of the above-described violations.

8. Respondent agrees not to take any action or to make, permit to be made, authorize, or agree to any public statement denying, directly or indirectly, any finding or acknowledgment in this agreement or creating the impression that this agreement is without factual basis.

9. By signing below, Respondent acknowledges reading this agreement in its entirety, and understanding all terms and conditions of this agreement, and having done so, knowingly, voluntarily, and freely enters into this agreement. Respondent was represented by attorney Mark S. Boss, Esq.


ACCEPTED AND AGREED TO BY:



Trishia Allen
Respondent

01/28/25

Date



Sanford N. Berland
Executive Director

1/30/2025

Date