

FILED

APR 25 2025



**ETHICS DISCLOSURE STATEMENT**  
**CONFLICTS OF INTEREST – DECISIONS AND VOTING**  
State Form 55860 (R / 10-18)  
OFFICE OF THE INSPECTOR GENERAL  
IC 4-2-6-9

INDIANA STATE  
ETHICS COMMISSION

In accordance with IC 4-2-6-9, you must file your disclosure with the State Ethics Commission no later than seven (7) days after the conduct that gives rise to the conflict. You must also include a copy of the notification provided to your agency appointing authority and ethics officer when filing this disclosure. This disclosure will be posted on the Inspector General's website.

Describe the screen established by your ethics officer: (Attach additional pages as needed.)  
See attached screening protocol

#### AFFIRMATION

Your signature below affirms that your disclosures on this form are true, complete, and correct to the best of your knowledge and belief. In addition to this form, you have attached a copy of your written disclosure to your agency appointing authority and ethics officer.

Signature of state officer, employee or special state appointee  
*Johnathan Bautista*

Date signed (month, day, year)  
04/16/2025

Printed full name of state officer, employee or special state appointee  
Johnathan Bautista

#### FOR ETHICS OFFICER USE ONLY

Your signature below affirms that you have reviewed this disclosure form and that it is true, complete, and correct to the best of your knowledge and belief. You also attest that your agency has implemented the screen described above.

Signature of ethics officer  
*James M French*

Date signed (month, day, year)  
4/17/25

Printed full name of ethics officer  
James M French

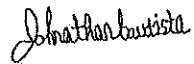
**Protocol to Screen  
IDEM Office of Air Quality's Johnathan Bautista  
from Any Matters Regarding the Indiana National Guard**

Johnathan Bautista (Bautista) is a compliance inspector in the Indiana Department of Environmental Management's (IDEM) Office of Air Quality's (OAQ) Compliance and Enforcement Branch. Bautista's job duties include inspecting the premises of permitted entities on behalf of IDEM to ensure compliance with environmental rules and permit restrictions.

Bautista has recently enlisted with the Indiana National Guard, an entity he could potentially inspect while working for IDEM. Per IC 4-2-6-9, IDEM is implementing the following to ensure that Bautista is screened from all matters concerning the National Guard.

1. Section Chief Kurt Graham (SC Graham) is Bautista's direct supervisor. SC Graham will not assign any current or future matter that may arise involving The Indiana National Guard, or any of its clients, to Bautista.
2. Bautista shall recuse himself from the portion of any meeting at IDEM in which discussions specific to the Indiana National Guard, or in which any of its clients are discussed or are expected to be discussed.
3. Bautista shall not discuss any matter involving the Indiana National Guard, or any of its clients, with any other IDEM employee.
4. SC Graham will notify in writing all employees in his supervisory chain that they are not to discuss any matters involving the Indiana National Guard, or any of its clients, with Bautista, nor send him any emails concerning the Indiana National Guard.
5. Bautista shall not participate in decisions regarding or relating to the Indiana National Guard, or any of its clients.
6. Bautista shall not access any correspondence or files relating to or involving the Indiana National Guard, or any of its clients, either during his hours of work at IDEM or by utilizing State equipment. Such documents, if not a matter of public record in IDEM's Virtual File Cabinet, shall be housed with the employee assigned to the matter or kept where Bautista does not have access to alter the documents.
7. Bautista shall immediately inform SC Graham and IDEM Ethics Officer James French if any provision of this screening protocol is violated.
8. Bautista shall follow IC 4-2-6-9(b) and file a written disclosure statement with the State Ethics Commission.

9. All signatories to this screening protocol shall review it within thirty (30) days from the date of the last signature to ensure it has been followed and determine if the circumstances have changed to make the protocol no longer necessary.



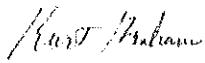
---

Johnathan Bautista  
Environmental Manager

04/16/2025

---

Date



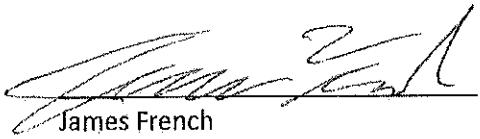
---

Kurt Graham  
Senior Environmental Manager

04/17/2025

---

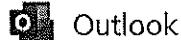
Date



James French  
Ethics Officer

4/17/25

Date



## Conflict of Interest Disclosure and Screening Protocol for OAQ's Johnathan Bautista - Indiana National Guard

From French, James M <JFrench@idem.IN.gov>  
Date Fri 4/25/2025 11:10 AM  
To Woods, Clint (IDEM Commissioner) <ClintWoods@idem.IN.gov>

1 attachment (988 KB)  
Bautista Disclosure and Screen - Indiana National Guard 2025.pdf;

Commissioner Woods,

This email serves as notification to the appointing authority per IC 4-2-6-9(b)(2)(D) that OAQ's Johnathan Bautista has a potential conflict of interest. Mr. Bautista has accepted a position with the Indiana National Guard, an entity regulated by IDEM. Per IC 4-2-6-9, IDEM is instituting the following to ensure Mr. Bautista is screened from any potential conflict of interest with the Indiana National Guard. Mr. Bautista and I have discussed IC 4-2-6-9, and I instructed him to file a written disclosure to the Office of the Inspector General and to implement a screening protocol here at IDEM, see attached. Mr. Bautista's supervisor, Kurt Graham, has been notified of the screening protocol. Please reach out if you have any questions, thanks.

Best,  
Michael

**James Michael French**  
Attorney | IDEM  
Tel: (317) 234-2170  
Email: [jfrench@idem.in.gov](mailto:jfrench@idem.in.gov)

\*\*\*PRIVILEGED AND CONFIDENTIAL\*\*\*

*The information contained in this email and any attachment(s) is confidential information protected by legal privileges, including but not limited to the attorney-client, work product and/or deliberative process privileges. The information is exempt from disclosure pursuant to IC 5-14-3-4(b)(2) and (6) and other applicable laws. It is only for the use of the named, intended recipient(s), and the privileges are not waived by virtue of this having been sent by e-mail or mistakenly sent to any unintended recipient(s). If the person(s) actually receiving this email or any other reader of the email is not the named, intended recipient(s) or the employee(s) or agent(s) responsible to deliver it to the named, intended recipient(s), any use, dissemination, distribution or copying of this communication is strictly prohibited. If you have received this communication in error, please immediately notify the sender by e-mail or by phone at (317) 234-2170 and permanently delete all copies of this e-mail.*