Are there any limits on my activities or non-Federal employment?

• Yes. You may engage in outside work or activities, but only if they do not conflict with your Government duties. An activity is not allowed if it:
  ◦ is barred by law (such as work for a foreign government or representing others before Federal agencies);
  ◦ will require disqualification from important Government duties; or
  ◦ creates the appearance of using your public office for private gain.
• If you are a political appointee, you also may not be a registered lobbyist and (if a Presidential appointee or SES) are subject to limits on outside earned income and work or affiliation with firms with fiduciary relationships.

When am I disqualified from participating in Federal duties because of an outside activity?

• You must disqualify yourself from working on any agency matter:
  ◦ that would affect the financial interests of an outside employer or an organization in which you serve as an officer or director or
  ◦ in which a client, a recent former employer or client, or an organization in which you are active, is a party (or represents a party).

Are there restrictions on outside teaching, speaking, and writing?

• Yes. You may not receive any payment (except travel reimbursement) for teaching, speaking, or writing related to your Government duties, including if:
  ◦ the activity was part of official Government duties,
  ◦ the payment is from someone who could be affected by performance of the employee’s duties, or
  ◦ the subject matter of the teaching, speaking, or writing concerns the programs or operations of the Department of Commerce.
• If you are a political appointee who is in the SES or a Presidential appointee, you also may not receive payments (including travel reimbursement) if the topic concerns the general subject area of a component of the Department of Commerce; you must also receive approval from an ethics official.

Are there any exceptions to the rules on outside teaching?

• Yes; you may be paid for teaching a course that is part of a school’s regular curriculum, even if related to official duties. However, the general rules on incompatible outside employment apply.