

Ethics at a Glance

NON-FEDERAL EMPLOYMENT AND OUTSIDE ACTIVITIES

Employment and other activities outside the Government are permitted if not incompatible with a Government position, which can be for a reason listed below.

<p>ACTIVITY IS PROHIBITED BY LAW</p>	<ul style="list-style-type: none"> • employment or position with a foreign government • serving as an attorney, agent, or paid representative before a Federal agency or Federal court • teaching, speaking, or writing for pay if related to agency duties • providing legal services in a matter in which the U.S. Government has an interest (for members of a bar) • employment or operating a business outside the United States (for U.S. employees serving overseas) • compensation is in excess of amount allowed or a position or affiliation with a professional firm with a fiduciary relationship with clients (for senior noncareer employees)
<p>ACTIVITY REQUIRES RECUSAL FROM PERFORMING IMPORTANT AGENCY DUTIES</p>	<ul style="list-style-type: none"> • disqualification is required regarding a matter, including a policy matter, that will have a direct and predictable effect on the financial interests of a non-Federal employer or an organization in which the employee serves as a director or officer, including an effect on the employer or organization as a member of an industry sector • disqualification is required regarding a matter in which a non-Federal employer, client, or business associate is a party or represents a party (unless authorization to participate is issued)
<p>ACTIVITY CREATES AN APPEARANCE OF A MISUSE OF GOVERNMENT POSITION</p>	<ul style="list-style-type: none"> • may apply if the activity is closely related to the work of the employee's office so outside activity may create an appearance of misuse of nonpublic information • may apply if the activity entails work with people, companies, or organizations with dealings with the employee's office so the activity may create an appearance of preferential treatment
<p>TIME PROBLEM</p>	<ul style="list-style-type: none"> • duty hours conflict with outside responsibilities