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

**ACTIVITY IS PROHIBITED BY LAW**
- 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 more than amount allowed or for a position or affiliation with a professional firm with a fiduciary relationship with clients (for senior noncareer employees)

**ACTIVITY REQUIRES RECUSAL FROM PERFORMING IMPORTANT AGENCY DUTIES**
- 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)

**ACTIVITY CREATES AN APPEARANCE OF A MISUSE OF GOVERNMENT POSITION**
- 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

**TIME PROBLEM**
- duty hours conflict with outside responsibilities

Ethics Office – Office of General Counsel – U.S. Department of Commerce