Do Government ethics rules apply to employees of agency contractors (contract workers)?
▪ No; most Government ethics rules do not apply to a contractor’s employees.

What conduct rules apply to a contractor’s employees?
▪ A contractor’s employees may not accept bribes, misuse Government resources, use non-public Government information for personal purposes; use their Government affiliation to obtain personal benefits for themselves or others; or misrepresent their relationship with the Government.
▪ Other ethics rules may be imposed by the terms of the Government contract.

May a Federal employee accept a gift from employees of a contractor?
▪ Yes, but only if the gift is based on a personal relationship or is less than $20 in value (and all gifts from workers of the same company are less than $20 per occasion and less than $50 per year).

May a Federal employee give a gift to a contractor’s employees?
▪ Yes.

May a contractor’s employee be hired as a Government employee?
▪ Generally, yes. However, ethics rules bar the individual from working as a Government official on any matter in which the contractor company has a financial interest.

May a Federal employee work for a contractor after leaving Government service?
▪ Generally, yes. However, the type of duties the former Federal employee may perform for the contractor will be limited by Government ethics rules concerning post-employment activities. Employees should consult with an attorney from the Ethics Law and Programs Division (202-482-5384 or ethicsdivision@doc.gov) regarding how the rules will apply to a specific situation.