GIFTS BETWEEN EMPLOYEES

Are there any limits on gifts between employees?
- Yes. You may not give a gift to a supervisor or accept a gift from a subordinate, unless the gift is:
  - $10 or less (on an occasional basis);
  - for a major life event, such as a wedding, birth or adoption of a child, or retirement;
  - food shared in the office; or
  - personal hospitality at one’s home or a gift to a host or hostess (of appropriate value).

May I give a gift to a subordinate?
- Yes. Ethics rules do not restrict gifts from supervisors to subordinates.

GIFTS TO THE GOVERNMENT

May I accept a gift on behalf of my agency?
- Yes, provided that you have authority to accept such gifts; the gift supports agency activities; acceptance will not create an appearance of loss of impartiality; and, if a travel gift, it was not solicited.
- Generally, a gift is not acceptable if from an agency contractor, grantee, or licensee or from someone in an industry sector regulated by the agency.

May I accept a gift on behalf of my agency?
- You may not accept a gift:
  - that is offered because of your Government position, or
  - from someone:
    - with (or seeking) business before the Department,
    - regulated by the Department, or
    - with interests that could be affected by performance of your duties
  (unless regulatory exceptions allow acceptance).

What gifts are acceptable?
- Exceptions allow you to accept:
  - gifts from relatives and friends,
  - gifts of $20 or less (if not in cash and limited to $50 per year from the same donor) and agency-related or profession-related books of $100 or less,* and
  - invitations to “widely-attended” gatherings if a supervisor approves in writing based on an agency benefit,* and
  - gifts from a foreign government of $390 or less (above that amount you can accept for the U.S. Government).

* You may not use this exception if: (1) you are a political appointee and (2) the gift is from a lobbyist or registered lobbying organization.

GIFTS FROM OUTSIDE SOURCES

What gifts may I not accept?
- You may not accept a gift:
  - that is offered because of your Government position, or
  - from someone:
    - with (or seeking) business before the Department,
    - regulated by the Department, or
    - with interests that could be affected by performance of your duties
(unless regulatory exceptions allow acceptance).

What gifts are acceptable?
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