



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.

ACTIVITY IS PROHIBITED BY LAW	<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 court - teaching, speaking, or writing for compensation if related to Government 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 allows for a senior noncareer employee or a position or affiliation with a professional firm with fiduciary relationships with clients
ACTIVITY REQUIRES RECUSAL FROM PERFORMING IMPORTANT AGENCY DUTIES	<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 special authorization to participate is issued)
ACTIVITY CREATES AN APPEARANCE OF A MISUSE OF GOVERNMENT POSITION	<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
TIME PROBLEM	<ul style="list-style-type: none"> - duty hours conflict with outside responsibilities

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