

NON-FEDERAL EMPLOYMENT AND OUTSIDE ACTIVITIES

ETHICS
AT A
GLANCE

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

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| 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 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) |
| 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 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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