

## 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.

<p><b>ACTIVITY IS PROHIBITED BY LAW</b></p>	<ul style="list-style-type: none"> <li>▪ employment or position with a foreign government</li> <li>▪ serving as an attorney, agent, or paid representative before a Federal agency or Federal court</li> <li>▪ teaching, speaking, or writing for pay if related to agency duties</li> <li>▪ providing legal services in a matter in which the U.S. Government has an interest (for members of a bar)</li> <li>▪ employment or operating a business outside the United States (for U.S. employees serving overseas)</li> <li>▪ 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)</li> </ul>
<p><b>ACTIVITY REQUIRES RECUSAL FROM PERFORMING IMPORTANT AGENCY DUTIES</b></p>	<ul style="list-style-type: none"> <li>▪ 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</li> <li>▪ 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)</li> </ul>
<p><b>ACTIVITY CREATES AN APPEARANCE OF A MISUSE OF GOVERNMENT POSITION</b></p>	<ul style="list-style-type: none"> <li>▪ 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</li> <li>▪ 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</li> </ul>
<p><b>TIME PROBLEM</b></p>	<ul style="list-style-type: none"> <li>▪ duty hours conflict with outside responsibilities</li> </ul>