



A WORD ABOUT ETHICS

**ENGAGING IN POLITICAL ACTIVITIES BY INTERMITTENT AND
SPECIAL GOVERNMENT EMPLOYEES**

ON-DUTY ACTIVITIES

If I served for less than 130 days during the past year or am an intermittent employee, what political activities can I engage in while on duty?

- None; a Federal employee (including a special Government employee and an intermittent employee) cannot engage in partisan political activities while on Government premises or when on duty.

What other limits apply when at work?

- You cannot:
 - use Government property for political purposes, including use of Government equipment to send political e-mails;
 - use your Government position or influence to interfere with an election or to coerce any person to participate in a political activity;
 - wear a political button on duty;
 - display a partisan banner, sign, sticker, or poster in a Federal office; or
 - consider political affiliation or political activity with regard to a personnel action (except with regard to Schedule C employees and non-career SES appointments).

OFF-DUTY ACTIVITIES

Are there any restrictions on a my political activities when off duty and when not on Government premises if I served for less than 130 days during the last year or serve as an intermittent employee?

- No. Only on-duty conduct and conduct while on Government premises are restricted for employees who serve 130 days or fewer in a 365-day period or who serve on an intermittent basis with an irregular schedule. When off duty and when not on U.S. Government property, you may fully participate in partisan political activities, including running for office and fund-raising.

Are these the only restrictions I should be concerned about when engaging in political activities?

- No. Federal employees, including those who work 130 days or fewer per year and those on intermittent schedules, are subject to ethics rules regarding misuse of position (such as by using public office for personal benefit) and misuse of information (such as by disclosing nonpublic information).

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