

# CONDUCT RULES FOR EMPLOYEES OF CONTRACTORS

2021

A WORD ABOUT ETHICS

2021

## **Do Government ethics rules apply to employees of agency contractors (contract workers)?**

- No; most Government ethics rules do not apply to a contractor's employees.

## **What conduct rules apply to a contractor's employees?**

- A contractor's employees may not accept bribes, misuse Government resources, use non-public Government information for personal purposes; use their Government affiliation to obtain personal benefits for themselves or others; or misrepresent their relationship with the Government.
- Other ethics rules may be imposed by the terms of the Government contract.

## **May a Federal employee accept a gift from employees of a contractor?**

- Yes, but only if the gift is based on a personal relationship or is less than \$20 in value (and all gifts from workers of the same company are less than \$20 per occasion and less than \$50 per year).

## **May a Federal employee give a gift to a contractor's employees?**

- Yes.

## **May a contractor's employee be hired as a Government employee?**

- Generally, yes. However, ethics rules bar the individual from working as a Government official on any matter in which the contractor company has a financial interest.

## **May a Federal employee work for a contractor after leaving Government service?**

- Generally, yes. However, the type of duties the former Federal employee may perform for the contractor will be limited by Government ethics rules concerning post-employment activities. Employees should consult with an attorney from the Ethics Law and Programs Division (202-482-5384 or [ethicsdivision@doc.gov](mailto:ethicsdivision@doc.gov)) regarding how the rules will apply to a specific situation.