

NON-FEDERAL EMPLOYMENT AND OUTSIDE ACTIVITIES

2021

ETHICS AT A GLANCE

2021

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 more than amount allowed or for 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 |