

# APPEARANCES OF BIAS

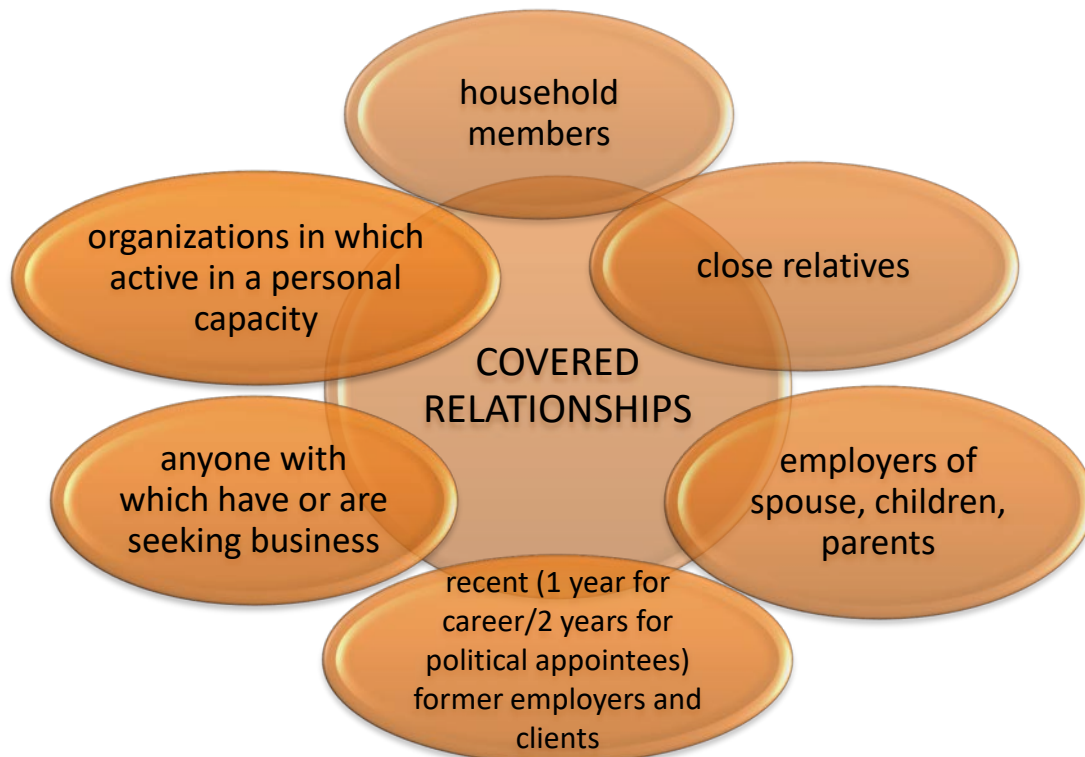
2021

ETHICS AT A GLANCE

2021

## DISQUALIFICATIONS BASED ON PERSONAL RELATIONSHIPS

Disqualification is required regarding a matter in which one of the parties is (or is represented by) someone with which an employee has a covered relationship (unless special authorization is given based on the needs of the agency).



## DISQUALIFICATIONS BASED ON PAST LOBBYING AND FOREIGN AGENT ACTIVITIES

Senior political appointees (Presidential appointees, employees paid under the Executive Schedule, and employees with a base pay of \$176,395) who served as registered lobbyists or registered foreign agents are also barred from participating in any matter on which they lobbied or engaged in activities as a foreign agent two years before Federal appointment.

To discuss obtaining a waiver of these restrictions, if needed, contact the Ethics Office at [ethicsdivision@doc.gov](mailto:ethicsdivision@doc.gov) or 202-482-5384.

Ethics Office – Office of General Counsel – U.S. Department of Commerce  
202-482-5384 – [ethicsdivision@doc.gov](mailto:ethicsdivision@doc.gov) – [www.commerce.gov/ethics](http://www.commerce.gov/ethics) – February 4, 2021