

A WORD ABOUT ETHICS NON-FEDERAL EMPLOYMENT AND OTHER OUTSIDE ACTIVITIES



Are there any limits my personal activities or employment outside the Government?

- Yes. You can engage in outside work or activities, but only if they do not conflict with your Government duties. An activity is not allowed if:
 - it is prohibited by law (such as if it involves representing others before Federal agencies or employment with a foreign government);
 - it will require disqualification from important Government duties; or
 - it creates the appearance of using your public office for private gain.
- In addition, if you are a political appointee, you cannot serve as a registered lobbyist.

When am I disqualified from participating in Federal duties because of an outside activity?

- You must disqualify yourself from working on a matter that would affect the financial interests of an outside employer or an organization in which you serve as an officer or director; and on matters in which a client, a recent former employer or client, or an organization in which you are active, is a party (or represents a party). If such disqualification would prevent you from performing important duties, the activity is considered incompatible with your Federal job.

Are there restrictions on outside teaching, speaking, and writing?

- Yes. You cannot receive any payment (except travel reimbursement) for teaching, speaking, or writing related to your Government duties, including if:
 - the activity was part of official Government duties,
 - the payment is from someone who could be affected by performance of the employee's duties, or
 - the subject matter of the teaching, speaking, or writing concerns the programs or operations of the Department of Commerce.
- If you are a political appointee who is in the SES or a Presidential appointee, you also cannot receive payments (including travel reimbursement) if the topic concerns the general subject area of the employee's agency and an ethics official must approve.

Are there any exceptions to the rules on outside teaching?

- Yes; you may be paid for teaching a course that is part of a school's regular curriculum, even if related to official duties. However, the general rules on incompatible outside employment apply.