

## Participation in Outside Organizations

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You want to participate in the organization as an officer, director, trustee, general partner, or employee in your personal capacity.

Under 18 U.S.C. § 208(a), an employee serving in his or her personal capacity in the above-mentioned roles with a non-Federal entity holds, as his or her own, the financial interests of that entity in the same manner as if they owned stock. [Even non-profit entities have financial interests]. When the Federal employee serves in these roles for the organization, he or she would violate the criminal statute by taking official action [participating as part of official duties] on any particular matter which could directly and predictably affect the organization's financial interests.

Even if your official actions would not affect the organization's financial interest, you could violate the rules against losing impartiality under 5 CFR 2635, Subpart E, were you to participate officially in any particular matter involving the organization, or in which the organization represents a party.

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Involving yourself directly in any interactions between the organization and any Federal agency or court, either by appearance before or communications with such agency or court, on matters in which the United States could place you in jeopardy of violating 18 U.S.C. § 205. Under that criminal statute, a Federal employee may not serve as agent or attorney for the purpose of representing the interests of another [including a non-Federal organization] before any officer or employee of a Federal agency or court on any matter in which the United States has an interest.

Accordingly, were you, as President of an organization, to sign a contract bid or loan or grant application to a Federal agency, or testify in Federal court on behalf of the organization in litigation of interest to the United States, you could violate this statute. Whether you are compensated for your actions is irrelevant under this statute.

If performing such representational duties on behalf of the organization is required from the role in which you wish to serve, you should decline that position.

## Fourteen Principles of Ethical Conduct for Federal Employees

(Executive Order 12674)

1. Public service is a public trust; employees must place loyalty to the Constitution, the laws, and ethical principles above private gain.
2. Employees shall not hold financial interests that conflict with the conscientious performance of duty.
3. Employees shall not engage in financial transactions using nonpublic Government information or allow the improper use of such information to further any private interest.
4. Employee shall not, except as permitted by the Standards of Ethical Conduct, solicit or accept any gift or other item of monetary value from any person or entity seeking official action from, doing business with, or conducting activities regulated by the employee's agency, or whose interests may be substantially affected by the performance or nonperformance of the employee's duties.
5. Employees shall put forth honest effort in the performance of their duties.
6. Employees shall not knowingly make unauthorized commitments or promises of any kind purporting to bind the Government.
7. Employees shall not use public office for private gain.

8. Employees shall act impartially and not give preferential treatment to any private organization or individual.
9. Employees shall protect and conserve Federal property and shall not use it for other than authorized activities.
10. Employees shall not engage in outside employment or activities - including seeking or negotiating for employment - that conflict with official Government duties and responsibilities.
11. Employees shall disclose waste, fraud, abuse, and corruption to appropriate authorities.
12. Employees shall satisfy in good faith their obligations as citizens, including all financial obligations, especially those imposed by law, such as Federal, state, or local taxes.
13. Employees shall adhere to all laws and regulations that provide equal opportunity for all Americans regardless of race, color, religion, sex, national origin, age, or handicap.
14. Employees shall endeavor to avoid any actions creating the appearance that they are violating the law or the ethical standards set forth in the Standards of Ethical Conduct. Whether particular circumstances create an appearance that the law or these standards have been violated shall be determined from the perspective of a reasonable person with knowledge of the relevant facts.

**Bribery of Public Officials Prohibited - 18 U.S.C. § 201**

**Restrictions on Compensated Representational Activities - 18 U.S.C. § 203**

**Restrictions on Acting as an Agent or Attorney - 18 U.S.C. § 205**

**Post-Government Employment Restriction - 18 U.S.C. § 207**

**Conflicts of Interest - 18 U.S.C. § 208**

**Supplementation of Federal Salary Prohibited - 18 U.S.C. § 209**

**Impartiality in Performing Official Duties - 5 C.F.R. § 2635.502**