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ACCESS RESTRICTION CRITERIA

An employee's career may be affected by the marriage or cohabitation with a non-U.S. citizen or by other family or close relationships. Such a relationship may create an actual or perceived conflict of interest. In order to protect the interests of the Government and those of the individual, access restrictions may be imposed.

The restrictions may be applied to overseas assignments as well as work assignments in the U.S. As a general rule, employees will not be assigned to the country of their origin (if other than the U.S.), to their spouse's country of nationality/origin, or to domestic assignments which deal exclusively or largely with sensitive bilateral matters. In addition, if there is an appearance, or potential appearance, of a conflict of interest, the employee should be excluded from the assignment; likewise, the employee is expected to recuse himself/herself from such assignments.

Example of assignment restriction:

The employee will be precluded from being assigned to a specific country and precluded from working on programs of interest to or affecting that country.

Waiver to assignment restriction:

There may be circumstances in which a waiver to an assignment restriction is warranted. Factors for consideration of a waiver would include the duties and scope of responsibility of the individual employee, the identity of the country and relationship with the US, and favorable consideration of all pertinent circumstances by USAID senior management, and if overseas, the Chief of Mission.