

# A WORD ABOUT ETHICS

## ENGAGING IN POLITICAL ACTIVITIES BY INTERMITTENT AND LIMITED SERVICE EMPLOYEES

### ON-DUTY ACTIVITIES

**In what political activities may a limited-service (130 days or fewer per year) or intermittent Federal employee engage when on duty?**

- None; a Federal employee cannot engage in partisan political activities while on Government premises or when on duty.

**What other limits apply when at work?**

- Federal employees *cannot*:
  - use Government property for political purposes, including use of Government equipment to send political e-mails;
  - use a Government position or influence to interfere with an election or to coerce any person to participate in a political activity;
  - wear a political button on duty;
  - display a partisan banner, sign, sticker, or poster in a Federal office; or
  - consider political affiliation or political activity with regard to a personnel action (except with regard to Schedule C employees and non-career SES appointments).

### OFF-DUTY ACTIVITIES

**Are there any restrictions on a limited-service or intermittent employee's political activities when off duty and off Government premises?**

- No. Restrictions on the political activities of employees who serve 130 days or fewer in a 365-day period or who serve on an intermittent basis with an irregular schedule are limited to on-duty conduct or conduct while on Federal premises. When off duty and not on U.S. Government property, such employees may fully participate in partisan political activities, including running for office and fund-raising.

**Are these the only restrictions on Federal employees?**

- No. Federal employees, including those who work 130 days or fewer per year and those on intermittent schedules, are subject to ethics rules regarding misuse of position (such as by using public office for personal benefit) and misuse of information (such as by disclosing nonpublic information).

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