

**GOVERNMENT OF THE DISTRICT OF COLUMBIA
BOARD OF ETHICS AND GOVERNMENT ACCOUNTABILITY**



Office of Government Ethics

POST EMPLOYMENT

DOs

DON'Ts

<p>DO know that once you leave District employment, there are restrictions on whether you can work on District matters as well as how you may interact with District personnel.</p>	<p>DON'T lose hope! These rules are NOT meant to prevent you from getting a job outside District government. There are just some important things you need to remember.</p>
<p>DO get in touch with BEGA. As a government employee you have the right to post-employment advice even after you leave government service. This type of advice is very fact specific. Where else can you get free ethics guidance for life!</p>	<p>DON'T transition out of DC government without keeping in mind the District's post-employment restrictions which are found in the DPM, the Ethics Act, and other applicable federal laws and regulations.</p>
<p>DO remember that post-employment restrictions actually begin at the start of your job hunt. You may need to recuse yourself from matters you currently handle as a DC government employee if your potential new employer does business with the District.</p> <p>DO apprise potential employers of your post-employment restrictions so that there are no unreasonable expectations about what you are permitted to do on behalf of the new employer.</p>	<p>DON'T forget that both District and federal laws apply to post-employment matters.</p> <p>DON'T forget that fines of up to \$5,000 per violation, or three times the amount of any unlawful gain, may be imposed (3x the amount of the difference between your government salary and new higher salary).</p>
<p>DO remember: NO CHANGING SIDES</p> <p>❖ Once you leave government service, you may not appear before or communicate with your old agency on behalf of a new employer/client in a matter you worked on when you were with the District Government – EVER (life-time ban).</p>	<p>DON'T forget that appearances and communications include meetings, emails, phone calls, texts, letters, etc.</p> <p>DON'T forget, for the <i>life-time ban</i> to apply, both the <i>matter</i> and the <i>specific party</i> must have been the <i>same</i> as when you were a District employee.</p>
<p>DO know that for a one (1) year period you may have NO TRANSACTIONS with your former agency, which are intended to influence the agency regarding a matter pending before it or in which it has a direct and substantial interest. This is known as the COOLING OFF PERIOD and applies even if the <i>life-time ban</i> (above) does not.</p>	<p>DON'T forget that for a two (2) year period former government supervisors are not permitted to appear before or communicate with their previous agency concerning a matter for which the supervisor had official responsibility (but did not otherwise participate personally and substantially).</p>
<p>DO call us or stop by our office anytime! Our number is (202) 481-3411, and we are located at 441 4th Street, NW, Suite 830 South, Washington, D.C. 20001.</p>	<p>DON'T forget that simply contacting your former District government co-workers to ask them for assistance puts them in an uncomfortable position - - to either violate the rules or say "no" to a former colleague.</p>