

Fundraising in the Federal Workplace

Official Capacity

Combined Federal Campaign

Under 5 C.F.R. § 2635.808(c), unless there is clear authority in the form of a statute, an Executive Order, or a regulation, an employee may **not** fundraise in his or her official capacity on behalf of a non-Federal organization. The only generally-authorized official participation in fundraising is in connection with the Combined Federal Campaign (CFC) under 5 C.F.R. Part 950. The term fundraising means raising funds for a non-profit organization (other than a political organization) by soliciting funds or selling items. See 5 C.F.R. § 2635.808(a)(1)(i). If an employee solicits funds or sells items in the Federal workplace, outside of the scope of the CFC rules, he or she is in violation of the Standards of Ethical Conduct (and subject to disciplinary action.) The only authorized fundraising activity in the Federal workplace is the CFC. As such, employees may not sell or solicit donations on behalf of non-Federal organizations in the Federal workplace.

Personal Capacity



Employees have some latitude to fundraise in their personal capacity. However, fundraising in one's personal capacity requires that the employee be totally divorced from his or her Federal job. To reiterate, employees may **not** sell or solicit in the Federal workplace unless it's in accordance with C.F.C. rules. See 5 C.F.R. 950. Further, employees may not use their official time, title, position, or any authority associated with their office to fundraise in their personal capacity. This prohibition precludes the use of e-mail, phone, fax, or other Government equipment to solicit or to garner support for a fundraising activity. (The limited personal use exception is **not** applicable in this context since the applicable regulation overrules policy provisions.) During non-duty hours, under 5 C.F.R. § 2635.808(c), employees may not personally solicit funds or donations from official subordinates or from persons/entities (1) seeking official action by the BLM, (2) doing business or seeking to do business with the BLM, (3) or conducting activities regulated by the BLM. See 5 C.F.R. § 2635.808(c); see also 5 C.F.R. § 2635.203(d). Violations of the Standards of Ethical Conduct will subject the employee to disciplinary action.

Please contact your servicing ethics advisor, if you have any questions or need additional information.