

**FSIS Policies that are Relevant to the Ethics Rules: FSIS Dir. 4735.9, Office of Field Operations**  
**Assignment Restrictions and Rules on Gifts from Regulated Industry**

1. **Assignment to Previous Employer- One Year Cooling Off Period**
  - a. **Application:** Employees who were employed with in the last year by a business under FSIS mandatory or voluntary inspection.
  - b. **Restriction:** May not be assigned to any Establishment under the old employer's corporate umbrella for their 1st year of FSIS employment.
2. **Assignment to Establishment Where Immediate Family is Employed**
  - a. **Relationship Status:** Establishment Employees is a member of the FSIS employee's immediate family (i.e., mother, father, sister, brother, spouse, or child).
  - b. **Restriction:** May not be assigned to the employing Establishment regardless of the positions held by either party.
3. **Assignment to Establishment Where Extended Family is Employed**
  - a. **Relationship Status:** Establishment Employees is a member of the FSIS employee's extended family (i.e., in-laws, stepparents, step children, step siblings, half siblings, aunt, uncle, niece, nephew, cousin, grandparents, and grandchildren)).
  - b. **Restriction:** May not be assigned to the employing Establishment where the relation works as a supervisor or manager.
4. **Assignment to Establishment Where Extended Family is Employed**
  - a. **Relationship Status:**
    - i. Establishment Employees is a member of the FSIS employee's extended family (i.e., in-laws, stepparents, step children, step siblings, half siblings, aunt, uncle, niece, nephew, cousin, grandparents, and grandchildren)), AND
    - ii. The extended family member lives with the FSIS employee.
  - b. **Restriction:** May not be assigned to the employing Establishment regardless of the positions held by either party.
5. **Assignment to Establishment, Miscellaneous Relationships**
  - a. **Relationship Status:** The FSIS employee has a personal relationship with the Establishment Employee. Examples: dating, living with, engaged, or involved financially (e.g., through child support, alimony, palimony, business or financial arrangement.)
  - b. **Restriction:** May not be assigned to the employing Establishment regardless of the positions held by either party.

**The Federal Meat Inspection Act, 21 U.S.C. § 622**

1. The Basic FMIA Gift Rule: Meat Inspectors may not accept gifts from:
  - a. Anyone trying to influence them, or
  - b. Anyone engaged in commerce.
2. FSIS implementation policy is found in FSIS Directive 4735.9
  - a. Poultry inspectors have to abide by the FMIA.
  - b. Not Considered Gifts
    - i. Gifts motivated purely by family or personal relationship.
    - ii. Loans from banks or other financial institutions.
    - iii. Establishment advertising materials of low value: pens, pencils, etc.
    - iv. Customary offers & exchanges of low value where no appearance of impropriety and would be awkward to refuse. E.g., offer of soda.