

Subject: 'Tis the Season for Gifts Questions

It's the holiday season! Here are some resources to help you with questions related to gifts from outside sources, gifts between employees, and fundraising.

Employee Communications Resource:

Consider reminding your agency's employees about the gift rules. You can use this document: [The Holiday Season: Ethics Survival Tips for Federal Employees](#).

Live Training Opportunity on December 11:

Join instructors from the Institute for Ethics in Government (IEG) as they demonstrate how to use the gifts analysis process to work through sample ethics questions involving gifts from outside sources. This live "How-To Session" will take place on Thursday, December 11 from 1 to 2pm EST. To learn more about this opportunity and how to attend, visit its course page: [How-To: Gifts from Outside Sources](#).

On-Demand Courses:

The courses linked to below, as well as many others on various ethics topics, can be found in [the IEG's course library](#).

New

[IEG | Quick Start: Gifts from Outside Sources \(5 CFR 2635 Subpart B\)](#)

This Quick Start Guide introduces the ethics rules on gifts from outside sources found at 5 Code of Federal Regulations (CFR) 2635 Subpart B and explains the application of the general prohibitions, definitions, and exceptions, as well as the microprocess for rendering advice to employees on the topic.

[IEG | Quick Start: Advice and Counsel](#)

This Quick Start Guide provides a foundation for understanding the purpose of ethics advice and what knowledge and skills are needed to effectively develop and deliver it.

Existing

[Gifts from Outside Sources Course of Study](#)

This Course of Study includes an overview of our resources on this topic, including a timely training: [Gifts from Outside Sources: A Seasonal Look](#). In this broadcast, which was designed to be a seasonal refresher on the gift rules, instructors take a look at the gifts analysis process and how to use the first step, the consideration of appearances by the employee, to enhance the culture of ethical decision-making at an agency. They also review the general rule, exclusions, and exceptions for gifts from outside sources, as outlined in Subpart B of the Standards of Ethical Conduct for Employees of the Executive Branch (Standards of Conduct).

[Gifts Between Employees: An Overview of Subpart C](#)

This webinar reviews the restrictions in Subpart C of the Standards of Conduct on gifts between employees. It offers a brief history of the statutory provisions (5 U.S. Code (U.S.C.) § 7351 and its antecedents), as well as an overview of the current regulations and a discussion of some of the most common and recurring questions ethics officials receive. (Please note that this webinar was recorded prior to the 2024 update to the Standards of Conduct, effective August 15, 2024. Among other changes, OGE updated language to make clear that the 5 CFR 2635.302(b)(2) restriction on accepting gifts from employees receiving less pay does not apply to a gift from a superior to a subordinate employee. See [89 Federal Register \(FR\) 43686](#) and [Legal Advisory \(LA\)-24-06](#).)

[Gifts Between Employees in Times of Crisis](#)

This training focuses on the important topic of gifts between employees during times of crisis. It is designed to help ethics officials navigate the complexities of employee gift giving in challenging circumstances and addresses topics covered in [LA-24-13](#). (A summary of this LA is provided in the section below.)

Legal Advisories:

These are two of our most recent legal advisories (LAs) on the topic of gifts. They can be found, along with numerous others that may be relevant to your review of gifts and fundraising-related questions, in OGE's [Legal Research Search Collection](#).

[LA-24-15: Answers to Frequently Asked Questions About Widely Attended Gatherings](#)

This LA provides answers to frequently asked questions about the gift exception for widely attended gatherings (WAGs) found at 5 CFR 2635.204(g).

[LA-24-13: Ethics Guidance on Gifts Between Employees in Times of Crisis](#)

This LA discusses: (1) the subpart C framework for gift giving between employees, including use of the special infrequent occasion exception in times of crisis; (2) guidance for employees seeking to solicit donations for themselves and others, including the use of crowdsourcing websites in the federal workplace; and (3) considerations for specific types of donations, including in-kind gifts, gifts of cash, and leave donation.