



Prohibited Personnel Practices

By law, Federal employees **may not:**

- Discriminate
- Solicit or consider employment recommendations based on factors other than personal knowledge or records of job related abilities or characteristics
- Coerce the political activity of any person
- Deceive or willfully obstruct any person from competing for employment
- Influence any person to withdraw from job competition
- Give an unauthorized preference or advantage to improve or injure the prospects of any particular person for employment
- Engage in nepotism
- Take or threaten to take a personnel action because of whistleblowing
- Take or threaten to take a personnel action because of the exercise of a lawful appeal, complaint, or grievance right
- Discriminate based on personal conduct which does not adversely affect the performance of the employee or other employees
- Knowingly take or fail to take a personnel action in the violation of veterans' preference laws
- Violate any law, rule or regulation implementing or directly concerning merit system principles

More information may be obtained from:

**U.S. OFFICE OF SPECIAL COUNSEL
1730 M STREET, N.W., SUITE 201
WASHINGTON, DC 20036-4505**

WWW.OSC.GOV

PHONE: (202) 653-7188* TOLL FREE: 1-800-872-9855*

***Hearing and Speech Disabled: Federal Relay Service 1-800-877-8339**

Rev. 1/01