

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



Office of Government Ethics

SCHEDULE OF FINES

The Board of Ethics and Government Accountability Establishment and Comprehensive Ethics Reform Amendment Act of 2011 (“Ethics Act”), effective April 27, 2012 (D.C. Law 19-124; D.C. Official Code § 1-1161.01 (2014 Supp.)) authorizes the Ethics Board to impose penalties upon a determination of a violation of the District Code of Conduct. Section 221(a)(3) of the Ethics Act states that the Ethics Board may issue a schedule of fines for violations of this title, which may be imposed ministerially by the Director of Government Ethics, in an aggregate amount not to exceed \$5,000. A civil penalty imposed ministerially by the Director of Government Ethics may be appealed to the Ethics Board. The following is the schedule of fines, issued by the Ethics Board, which may be imposed ministerially by the Director of Government Ethics

Violation

Ministerial Fine

Accepting a gift from a prohibited source	\$1,000 to \$2,500
Soliciting a gift from a prohibited source	\$2,000 to \$4,000
Accepting a gift from a District employee with a lower salary	\$100 to \$1,000
Soliciting a gift from a District employee with a lower salary	\$500 to \$1,500
Accepting a gift in return for being influenced in a government action	\$2,500 to \$5,000
Soliciting a gift in return for being influenced in a government action	\$2,500 to \$5,000
Accepting a gift from a non-District government source for work as a District employee	\$1,500 to \$3,500
Soliciting a gift from a non-District government source for work as a District government employee	\$ 2,000 to \$4,000
Failure to follow the process for accepting donations	\$100 to \$1,000
Failure to follow the process for soliciting donations	\$100 to \$1,000
Participating personally and substantially in a particular matter that could affect the employee’s own financial interests	\$1,000 to \$5,000
Participating personally and substantially in a particular matter that could affect the financial interests of the employee’s spouse	\$1,000 to \$5,000
Participating personally and substantially in a particular matter that could affect the financial interests of the employee’s minor children	\$1,000 to \$5,000

Participating personally and substantially in a particular matter that could affect the financial interests of any entity or organization in which the employee serves as an officer, director, trustee, general partner, or employee	\$1,000 to \$5,000
Participating personally and substantially in a particular matter that could affect the financial interests of anyone with whom the employee is negotiating or has any arrangement concerning prospective employment	\$1,000 to \$5,000
Working on a matter that involves a nongovernmental organization in which the employee or a family member has a financial interest	\$1,000 to \$5,000
Serving as an officer or director of an outside entity or organization when there is a reasonable likelihood that the outside entity will be involved in the employee's District work	\$500 to \$2,500
Serving as an officer or director of an outside entity or organization when there is a reasonable likelihood that the outside entity will be involved in an action that the employee would take or recommend as a District employee	\$500 to \$2,500
Performing an official duty, as a District government employee, if the employee or a member of the employee's household has real property, stocks, bonds, commodities, or other property that could unduly influence or give the appearance of unduly influencing her in that duty	\$500 to \$2,500
Operating an outside business that is related to the employees duties or to any governmental matter that the employee could influence	\$500 to \$2,500
Acquiring an interest in an outside business that is related to the employees duties or to any governmental matter that the employee could influence	\$500 to \$2,500
Member(s) of an employee's household operating an outside business that is related to the employees duties or to any governmental matter that the employee could influence	\$500 to \$2,500
Member(s) of an employee's household acquiring an interest in an outside business that is related to the employees duties or to any governmental matter that the employee could influence	\$500 to \$2,500
An employee using his or her official position or title in a manner that the employee knows is likely to have a direct and predictable effect on the employee's own financial interests	\$500 to \$5,000
An employee using his or her official position or title in a manner that the employee knows is likely to have a direct and predictable effect on the financial interests of a person or entity that is closely affiliated with the employee	\$500 to \$5,000

An employee using his or her official position or title to personally and substantially participate in any particular matter that the employee knows is likely to have a direct and predictable effect on the employee's own financial interests	\$500 to \$5,000
An employee using his or her official position or title to personally and substantially participate in any particular matter that the employee knows is likely to have a direct and predictable effect on the financial interests of a person or entity that is closely affiliated with the employee	\$500 to \$5,000
Using information that is not available to the public for personal benefit	\$100 to \$5,000
Using information that is not available to the public for any non-governmental purpose	\$100 to \$5,000
Permitting others to use information that is not available to the public for personal benefit	\$100 to \$5,000
Permitting others to use information that is not available to the public for any non-governmental purpose	\$100 to \$5,000
Misuse of District government property for a private purpose	\$100 to \$2,000
Permitting others to misuse District government property for a private purpose	\$100 to \$2,000
Gambling while on duty and while on District government owned or leased property (other than as permitted)	\$100 to \$2,000
Taking any action to influence a hiring decision that could benefit a relative	\$500 to \$2,500
Taking any action to influence a promotion decision that could benefit a relative	\$500 to \$2,500
Using District government time to raise money for a private cause	\$100 to \$2,500
Using District government property to raise money for a private cause	\$100 to \$2,500
Taking any action to pressure or coerce other District government employees into contributing monetarily to a private cause	\$500 to \$3,000
Working on any political campaign or engaging in any other type of political activity while at work or otherwise on duty	\$100 to \$2,500
Using District government resources for political campaigns	\$100 to \$2,500
Engaging in political activity in a D.C. government building or vehicle, or while in their uniform or official insignia	\$100 to \$2,500
Engaging in political activity in a D.C. government vehicle	\$100 to \$2,500
Engaging in political activity while in a District	\$100 to \$2,500

government uniform or official insignia	
Engaging in any political activity during work hours	\$100 to \$2,500
Using District government resources for any political activities	\$100 to \$2,500
Using official authority or influence for the purpose of interfering with or affecting the result of an election	\$500 to \$2,500
Knowingly solicit, accept, or receive a political contribution from any person (except if the employee has filed as a candidate for political office)	\$100 to \$2,500
Knowingly direct, or authorize anyone else to direct, that any subordinate employee participate in an election campaign or request a subordinate to make a political contribution	\$500 to \$2,500
Filing as a candidate for election to a partisan political office in a District-regulated election	\$500 to \$2,500
Knowingly request, or authorize anyone else to request, that any subordinate employee engage in political activity	\$500 to \$2,500
Engaging in outside activities that conflict with the fair, impartial, and objective performance of the employee's District job	\$100 to \$2,500
Engaging in outside paid employment that conflicts with the fair, impartial and objective performance of the employee's District job	\$100 to \$2,500
Engaging in outside activities that interfere with the employee's ability to do his/her District job	\$100 to \$2,500
Engaging in outside paid employment that interferes with the employee's ability to do his/her District job	\$100 to \$2,500
Engaging in outside activities that interfere with the employee's regular working hours	\$100 to \$2,500
Engaging in outside paid employment that interferes with the employee's regular working hours	\$100 to \$2,500
Engaging in outside activities that interfere with the employee's efficient operation of the District	\$100 to \$2,500
Engaging in outside paid employment that interferes with the employee's efficient operation of the District	\$100 to \$2,500
Engaging in outside activities that allows anyone to benefit from the employee's official title or District job	\$500 to \$2,500
Engaging in outside paid employment that allows anyone to benefit from the employee's official title or District job	\$500 to \$2,500
Serving as a representative, agent, or lawyer for a private party, in any matter, before the District government or a D.C. court	\$100 to \$2,500
Using working hours, District government resources, or other District government employees for outside activities	\$100 to \$2,500
Using working hours, District government resources, or	\$10 to \$2,500

other District government employees for outside paid employment	
Engaging in any outside employment, private business activity, or other interest which might impair an employee's mental or physical capacity to such an extent that he or she can no longer carry out his or her duties and responsibilities as a government employee in a proper and efficient manner	\$100 to \$1,000
At any time after leaving District employment, taking certain actions in connection with a particular matter involving a specific party or parties on which the employee personally and substantially worked on while a District government employee	\$500 to \$3,000
At any time after leaving District employment, communicating with or appearing before a District employee, agency, or court to influence that entity in connection with a particular matter involving a specific party or parties on which the employee personally and substantially worked on while a District government employee	\$500 to \$3,000
Within two years of leaving District employment, taking certain actions with a particular matter involving a specific parties or parties that was under the employee's responsibility during the last year the employee worked for the District	\$500 to \$3,000
Within two years of leaving District employment, communicating with or appearing before a District employee, agency, or court to influence that entity in connection with a particular matter involving a specific parties or parties that was under the employee's responsibility during the last year the employee worked for the District	\$500 to \$3,000
Contracting, directly or indirectly through an organization that the employee controls or substantially owns, with the District government, unless permitted by one of the two exceptions to this rule	\$500 to \$3,000
Failure to comply with all applicable Financial Disclosure Statement filing requirements	\$50 to \$2,000
Failure to report waste, fraud, abuse of authority, violations of law, or threats to public health or safety, as required	\$100 to \$2,500
Coercing, harassing, or retaliating against any employee who acts in good faith in reporting waste, fraud, abuse of authority, violations of law, or threats to public health or safety, as required	\$500 to \$5,000
Coercing, harassing, or retaliating against any employee who reasonably believes there has been a violation or misuse of resources and discloses that to a supervisor or a public body	\$500 to \$5,000

Being employed by the District government as a supervisor and failing to report a violation of federal, state, or local law, rule, or regulation, or of a contract term, as required, as soon as the supervisor becomes aware of the violation	\$500 to \$2,500
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