



Appearance of Impartiality

Appearances matter.

Would a reasonable person question your impartiality?

If you have a covered relationship (one that could create a conflict of interest or the appearance of bias) with the owner or representative of a company that is doing business with the Postal Service or seeking to do business with the Postal Service, take no further action and seek advice from the Ethics Office.

You have a covered relationship with the following individuals:

- a person with whom you have or seek a business relationship
- a household member
- a relative
- your former private sector employer within the last year
- an organization other than a political party in which you are an active participant
- the current or future employer of your spouse, parent, or child
(this now includes minor children and adult children)

If there is an appearance problem, seek prior authorization from the Ethics Office before taking any action.

Seeking proper guidance helps us maintain the appearance of impartiality, which keeps the Postal Service's trustworthy reputation intact.

And that's smart business.

Contact the Ethics Office (ethics.help@usps.gov) for guidance.