



# Prohibited Personnel Practices

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**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 personnel action in the violation of veteran's preference laws
  - Violate any law, rule or regulation implementing or directly concerning merit system principles
  - Implement or enforce a nondisclosure agreement or policy lacking notification of whistleblower rights
  - Access the medical record of an employee or applicant, as part of, or in furtherance of any of the above-listed prohibitions
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**More information may be obtained from:**

**U.S. OFFICE OF SPECIAL COUNSEL  
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WASHINGTON, DC 20036-4505  
[www.osc.gov](http://www.osc.gov) | [info@osc.gov](mailto:info@osc.gov)**

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