



State of New Jersey
DEPARTMENT OF MILITARY AND VETERANS AFFAIRS
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Governor
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MICHAEL L. CUNNIFF
Brigadier General
The Adjutant General

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STANDARDS OF OFFICIAL CONDUCT

1. The Principles of Ethical Conduct for federal employees are reflected in 5 CFR §2635 and in the Joint Ethics Regulation, DoD 5500.7-R. All National Guard Members, Federal Technicians and AGR personnel should read, understand, and heed this guidance. The key to proper conduct is to endeavor to live by the rules herein and to do what is right even when no one is looking. These standards apply even when not in a military duty status. Should a question or problem arise regarding proper standards of conduct, please schedule a consultation with the Federal Ethics Officer, MAJ Christopher Lazas, or any JAG officer in the Army or Air component.
2. Guard members should also be fully aware that their post-employment activities with respect to lobbying and other forms of representation will be bound by the restrictions of 18 USC §207. Outside employment of any Federal Technician or AGR personnel requires compliance with the complex rules in the Joint Ethics Regulation and may also be affected by the New Jersey Uniform Ethics Code, N.J.S.A. 52:13D-23 *et seq.*). Consultation should be sought with the Federal Ethics Officer, MAJ Lazas, before outside employment is accepted.
3. Federal and State law, ethics and military regulations govern employee conduct within the workplace. The prohibition against unprofessional relationships in the military maintains the integrity of the chain of command. Dating and close friendships may become matters of official concern when they affect morale or discipline, even when members are not within the same chain of command. Engaging in social events, vacations, or transportation on a frequent or recurring basis can also be perceived to be unprofessional.
4. Please extend my thanks to your personnel for their commitment to maintaining the highest standards of integrity in Government.

MICHAEL L. CUNNIFF
Brigadier General, NJANG
The Adjutant General

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