



Office of the Inspector General

SOCIAL SECURITY ADMINISTRATION

## 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 that does not adversely affect the performance of the employee or other employees
- Knowingly take or fail to take personnel action in the violation of veterans' preference laws
- Violate any law, rule or regulation implementing or directly concerning merit system principle
- Implement or enforce a nondisclosure agreement or policy lacking notification of whistleblower rights

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Visit us at <http://oig.ssa.gov>

Or for more information on prohibited personnel practices, contact:

[WWW.OSC.GOV](http://WWW.OSC.GOV)

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