

To maintain compliance with New York State, Westchester County, and New York City ethics rules, I am prohibited from engaging in any work that conflicts with my official duties or creates the appearance of such a conflict. These restrictions include:

While Employed by New York State or Westchester County

- I cannot accept compensation for work connected to matters before any state or county agency, legislature, or executive action, nor for any work that depends on government decisions.
- I may not enter agreements that conflict—or appear to conflict—with the interests of the agency that employs me.
- I cannot accept gifts of more than nominal value.
- I may not consult, advise, or receive compensation related to proposed county laws or resolutions.
- I cannot pursue or accept private employment from individuals or organizations with matters pending before me (or my board/commission), and this restriction continues for 90 days after the matter is resolved.
- I must avoid any secondary employment that conflicts with my official responsibilities.

Post-Employment Restrictions (Westchester County)

- I cannot seek or accept employment from any organization with a matter pending before me, or within 90 days after that matter concludes.
- For one year after leaving County service, I may not appear before or communicate with the County offices I previously served regarding any case or matter.
- There is a lifetime ban on working on any specific matter in which I personally participated as a County employee, except on behalf of the government.

Post-Employment Restrictions (NYC Service)

- I may never disclose confidential, non-public information learned during my NYC employment.
- For one year after leaving City service, I may not contact my former agency on behalf of a private employer.
- There is a lifetime bar on working for a private entity on any specific matter in which I was personally and substantially involved as a City employee.