

GIFT RULES



On October 12, 2024, new San Francisco Ethics Commission regulations on conflicts of interest and gifts became effective from a voter approved ballot measure: “Proposition D.” Prop D expanded prohibitions on gifts and eliminated many gift exceptions.

What is a gift?

- A “gift” is anything of value that you do not pay full price for.

What is a “restricted source”?

- A person or entity that is doing business with DPH, including contractors, vendors, and people seeking a contract, patients, and people and entities subject to DPH’s permitting authority.

Can you accept a gift from a restricted source?

- No. **City employees may not accept or solicit a gift from a restricted source.** DPH employees are prohibited from soliciting or accepting any gifts or loans from any person the employee knows, or has reason to know, is a restricted source.
 - City employees can no longer accept food and drink to share in the office from restricted sources.

Can you accept a gift from a coworker?

- Supervisors **cannot** accept or ask for a gift from any person who reports to them, through the entire chain of command.
- Employees may exchange non-cash gifts on occasions where gifts are normally given.
 - DPH employees may participate in a gift exchange – such as during the holiday season – so long as the items are of similar value.
- Employees may bring food and beverages to the office for everyone to share (including supervisors) of any dollar amount.

These are general gift rules and this is not an exhaustive list. DPH employees are encouraged to contact OCPA for information on the City’s gift rules and prohibitions. DPH Compliance and Privacy Hotline at 1-855-729-6040 or e-mail compliance.privacy@sfdph.org.

OCPA COMPLIANCE AND PRIVACY HOTLINE
855.729.6040 – compliance.privacy@sfdph.org



SAN FRANCISCO DEPARTMENT OF PUBLIC HEALTH
Office of Compliance and Privacy Affairs

