



Minnesota Judicial Branch Policy

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Supercedes:	

Policy Prohibiting Judicial Branch Employees from Accepting Gifts and Favors

I. POLICY STATEMENT

It is the policy of the Minnesota Judicial Branch that no Judicial Branch employee¹ shall directly or indirectly receive or agree to receive any payment of expense, compensation, gift, reward, gratuity, favor, service or promise of future employment or other future benefit from any source except the State of Minnesota in return for any activity related to the duties of the employee unless otherwise provided by law. Some exceptions are as follows:

- a. Plaques or similar mementos recognizing individual services in a field of specialty or to a charitable cause;
- b. Honoraria and expense reimbursement in reasonable amount paid for papers, talks, demonstrations, or appearances made by Judicial Branch employees on their own time for which they are not compensated or reimbursed by the State;
- c. Advertising items of nominal value having wide distribution, including, but not limited to, key chains, pens, notepads, and matchbooks with the business entity's name on them;
- d. Reimbursement or payment of actual expenses for transportation, lodging, meals, course materials and fees incident to attendance at seminars or meetings of professional groups related to the duties of the employee, if approved in advance.
- e. Other items of nominal value which would not result in a conflict or a perceived conflict of interests.

¹This policy does not apply to judges; the [Code of Judicial Conduct](#) provides standards for judges in this area.

- f. Wedding gratuities or fees for ceremonies performed outside of the normal business hours.

II. IMPLEMENTATION AUTHORITY

Implementation of this policy shall be the responsibility of the chief judges of the respective judicial districts, appellate courts, and the State Court Administrator for the State Court Administration Office.

III. EXECUTIVE LIMITATIONS

Not applicable.