



Post-Employment Restrictions Memorandum

TO: NJIT Employees

FROM: Christine S. Li, Associate General Counsel and Ethics Liaison Officer

RE: Post-employment restrictions on departing NJIT employees

Employees leaving NJIT employment must be aware of the post-employment restrictions placed upon them as State employees/officials by the New Jersey Conflicts of Interest law (N.J.S.A. 52:13D-17) and the Uniform Ethics Code. Specifically, former NJIT employees are **permanently restricted** from representing, appearing for or negotiating on behalf of any employer other than NJIT on any matter in which they gave an opinion, performed an investigation, or were otherwise substantially and directly involved at any time during their NJIT employment. Consequently, and with only limited exception, **former NJIT employees must refrain in any new job from working on any projects that they were involved in while employed by NJIT.** Generally, however, there are no restrictions placed upon former employees from working for parties other than NJIT on new projects that have arisen since they left NJIT.

NJIT employees who had responsibility for matters affecting casino or cannabis activity are prohibited from representing, appearing for, negotiating on behalf of, holding an interest in, or holding employment with, a casino licensee or applicant, medical cannabis entity, or personal use cannabis entity, **for a period of two years following their termination from NJIT service.**

Finally, all past NJIT employees are prohibited by law from disclosing confidential information which they obtained from their NJIT employment to a new employer. Confidential information is information generally not available to the general public, and includes, but is not limited to information regarding personnel, research, intellectual property, contracts, business strategies, academic planning, and donors/fundraising.

Former NJIT employees or employees considering new employment should become familiar with the post-employment restrictions imposed by the Conflicts of Interest Law and the Uniform Ethics Code, and discuss them with prospective employer(s), particularly if that employer is currently a NJIT contractor or will be under contract with NJIT. Please contact NJIT's Ethics Liaison Officer (ethics@njit.edu) or the State Ethics Commission (ethics@ethics.nj.gov or 1-888-223-1355) with any questions.