

INDIANA  
STATE ETHICS COMMISSION

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**Policy Memorandum:** State Ethics Commission Post-Employment Waiver Policy

**Date:** February 12, 2026

**By:** Regan Perrodin, State Ethics Director

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**Purpose:**

The Indiana State Ethics Commission (the “Commission”) Post-Employment Waiver Policy (the “Policy”) is intended to comply with all relevant law and provide practical procedural guidance for individuals seeking a Post-Employment Waiver from the Commission.

Ind. Code § 4-2-6-11(g) permits an agency appointing authority to waive the application of Ind. Code § 4-2-6-11(b) or (c) in individual cases when consistent with the public interest. Neither Indiana Code nor Indiana Administrative Code provides a filing deadline for Post-Employment Waivers to be heard at an upcoming Commission meeting. This Policy provides such a deadline.

**Policy:**

In order to be added to a Commission meeting agenda, all Post-Employment Waiver requests shall be filed with the Commission no later than 72 hours before the start of the Commission’s scheduled meeting.

**Exception.** In acknowledgement of the often time-sensitive nature of Post-Employment Waiver requests, if a requestor can demonstrate that the job offer would expire prior to the Commission’s next scheduled meeting, the Commission shall accept a late filing after the 72-hour deadline, but prior to the start of the Meeting.

**Legal References:** Ind. Code § 4-2-6-11

**Effective Date:** This Policy shall be in effect immediately upon approval by the Commission.

**Ending Date:** This Policy will end upon rescission by vote of the Commission or by approval of a new, conflicting policy.

**Approval:** This Policy was approved by vote of the Commission members present at the meeting held on February 12, 2026.



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Katherine Noel, Chair, State Ethics Commission

2-12-26

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Date