



**NORTH CAROLINA DEPARTMENT OF AGRICULTURE
AND CONSUMER SERVICES
MEAT AND POULTRY INSPECTION DIVISION
Raleigh, North Carolina**

Steve Troxler, Commissioner

MPID NOTICE	9-26	8-12-26
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ETHICAL RESPONSIBILITIES OF MPID PERSONNEL

I. PURPOSE

The purpose of this document is to protect Meat and Poultry Inspection Division (MPID) Personnel from compromising their impartiality in the conduct of their official duties. In addition, this notice aims to ensure that conflicts of interest and the appearance of conflicts of interest are not created.

II. REFERENCES

NC Compulsory Meat Inspection Law [Section 106-549.26](#), [FSIS Directive 4735.3 Rev. 2](#), [FSIS Directive 4735.9 Rev 2](#), and [NC Office of State Human Resources Disciplinary Action Policy](#)

III. CANCELLATION

MPID Notice 2-16, dated 9-30-16

IV. POLICY

NC General Statute 106-549.26, part of the NC Compulsory Meat Inspection Law, deems inspection personnel who accept money, gifts or other things of value from persons or firms attempting to influence his/her official action guilty of a Class I felony. In order to avoid this situation, inspection personnel should not accept anything of value from establishment personnel, nor place oneself in any position that could compromise one's integrity as an inspection employee.

Circumstances to avoid include but are not limited to:

- borrowing or accepting money
- accepting gifts, food, or favors of any kind
- participating in benefits or rewards designed for plant employees only
- using plant equipment such as computers or telephones for personal use
- allowing plant officials to conceal one's actions or whereabouts from MPID supervisors or coworkers
- using one's inspection authority to retaliate against or to intimidate plant officials
- establishing relationships beyond a professional level with plant employees

- disclosing an establishment's proprietary information such as formulations or prices
- failing to apply state and federal regulations in an honest and impartial manner
- seeking or negotiating employment with an inspected establishment over which one has regulatory authority

In addition, FSIS Directive 4735.9, Revision 2 Part VII has specific instructions prohibiting accepting gifts from or engaging in business with official establishments:

"Specifically, employees may not accept gifts or engage in business or financial dealings (e.g., buying, selling or trading) with regulated establishments or their employees."

NCDA&CS MPID is mandated to operate in an "at least equal to" status with USDA, FSIS and subject to regularly scheduled audits of its processes and procedures by FSIS OIEA Federal audit staff. MPID implements the same ethical standards and assignment restrictions as outlined in FSIS Directive 4735.3 Revision 2 and FSIS Directive 4735.9 Revision 2.

The Office of the MPID State Director is committed to providing services in a fair and unbiased manner to establishments under its inspection; therefore, employees found to have behaved in an unethical manner or to have created a conflict of interest may be deemed unfit to continue to represent the Meat and Poultry Inspection Division. Such employees will be subject to official disciplinary action up to and including dismissal in accordance with NC OSHR's Disciplinary Action Policy.

As part of new employee orientation, all MPID employees will receive training in ethics and conduct. During this training, all MPID Inspection Employees are required to sign the document, "Ethical Responsibilities of MPID Employees." Thereafter, an annual acknowledgement is required in NC Learning Center (LMS).

Attachment: Ethical Responsibilities of MPID Employees

Dr. Karen Beck
State Director

DISTRIBUTION:

All MPID Personnel

SUBJECT CATEGORY:

Administrative



Steven W. Troxler
Commissioner

**North Carolina Department of Agriculture
and Consumer Services**
Meat and Poultry Inspection Division

Christina L. Waggett
Assistant Commissioner
for Consumer Protection

Dr. Karen Beck
Director

To: Dr. Karen Beck
State Director

From: _____

Subject: Ethical Responsibilities of MPID Employees

I _____ have read, understand, and received copies of the referenced Directive, Notices and NC General Statute. I have also been counseled by a representative of NCDA&CS, MPID regarding all attachments.

I further acknowledge my awareness that failure to abide by these Ethical Responsibilities in the conduct of my daily duties could result in disciplinary action being taken up to and including dismissal.

I am aware that the maintenance of unusually high standards of honesty, integrity, impartiality, and conduct by myself as a State Government employee is essential to assure the proper performance of the Government's business and the maintenance of confidence by citizens in their government. I also understand that the confidence of the citizens in their government is influenced not only by the manner in which I as an employee serve the public, but in the way I conduct myself in the eyes of the public.

I fully agree that the avoidance of misconduct and conflicts-of-interest on the part of myself as a government employee through informed judgment is indispensable to the maintenance of these standards.

Employee Signature

Date

MPID Representative/Title

Date

cc: Ethics Renewal File

- Encl. 1 [FSIS Directive 4735.3, Rev. 2, Employee Responsibilities and Conduct, dated 8/11/21](#)
Encl. 2 [North Carolina Compulsory Meat Inspection Law, Section 106-549.26, Inspection of establishment: bribery of or malfeasance of inspector, dated 1969 and amended in 1991.](#)
Encl. 3 [FSIS Directive 4735.9, Rev. 2, "Office of Field Operations Assignment Restrictions and Rules on Gifts from Regulated Industry"](#)
Encl. 4 [MPID Notice 9-26](#)