



Announcement of Department of Empowerment of Persons with Disabilities
Subject : Policy of Not Accepting All Kinds of Presents and Gifts from Performing Duties
(No Gift Policy) for Fiscal Year 2024

Department of Empowerment of Persons with Disabilities (DEP), has set up the Policy of Not Accepting All Kinds of Presents and Gifts from Performing Duties (No Gift Policy). Additionally, this is to strengthen the organizational culture as well as honesty and integrity in carrying out tasks with virtue and ethics and performing duties without conflict of interest along with committing to work with fairness, Transparency, accuracy, non-discrimination verifiability and consciousness apart from the legal benefits under morality. This is also aligned to the principle of National Anti-Corruption Commission, including the civil service code of ethic, code of ethics and regulations of the Department of Empowerment of Persons with Disabilities and the guidelines on No Gift Policy; they are as follows:

Item 1: Guideline

Gift refers to money or property given as a courtesy, reward, affection, assistance, which shall include any other benefits which may be calculated in terms of money such as granting special rights that is a right provided for the general public to receive. This also includes the act of reducing the price of property or receiving services, training and entertainment. Providing travel expenses, lodging, food or any other things of the same nature is also counted as well, no matter if it is in a form of cards, tickets, any other proof advance of payment and anything in return of money or items later on.

Property refers to the property stipulated in the Civil and Commercial Code. Its meaning covers any digital assets stipulated in the property Law.

Superior refers to a person who serves as the head of an internal of Department of Empowerment of Persons with Disabilities; this includes a person higher level position assigned supervisor or supervisory authority.

Person refers to civil server, Government employee, worker and other people who has a permanent position in Department of Empowerment of Persons with Disabilities.

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Customary Traditions refers to an Opportunity or act that are repeated and frequently linked with any special occasions or festivals. This involves expressions of joy, appreciation, welcome, condolences, or observances of recognized cultural norms.

Family member or spouse refers to a person who lives with and have registered as a spouse, according to the regulations stipulated by the National Anti-Corruption Commission (NACC). This also includes biological and adopted children, a person receiving adopted children, father, mother, siblings sharing the same parents, or sharing a parent either father or mother.

Item 2: Superior officers and employees shall not accept gifts during their duties from an individuals contacting work, excepting in accordance with customary traditions and the gifts on each occasion, with a price or value not exceeding three thousand baht.

(1) Individuals who request any action from the organization, such as requesting certification of approval or filing a complaint.

(2) Individuals involved in or having stakes in businesses conducted with the organization, such as procurement, etc.

(3) Individuals currently engaging in any business or activities within the organization.

(4) Individuals who may benefit from or be affected by the duties performed by officers of the Department of Empowerment of Persons with Disabilities.

If it is necessary to accept a gift for the purpose of maintaining friendship, or preserving good relationships between individuals, and if the value of the gift exceeds three thousand baht or it is accepted outside of the occasions specified in the preceding the first paragraph, the recipient persons must report the acceptance to the supervisor within thirty days from the date of receiving the gift. Once the supervisor receives the report, they should consider whether to accept, return to the giver, or deliver it to the Department of Empowerment of Persons with Disabilities. This decision should be based on necessary and appropriate reasons for receiving the gift, as long as it does not violate any laws or related regulations.

Item 3: Superior officers and persons do not give consent or be conniving for someone in his or her family to receive gifts from subordinate or people who contact with their organization with the intention of seeking illegal benefit. Except the family member of the

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superior officers and persons receiving gift according to traditional. Giving gifts for each occasion, the value of the gifts must not exceed 3,000 baht.

Item 4: Personal do not give the gifts to the superior officers or the superior officer's family member, except the case of it is according to traditional. Giving gifts for each occasion, the value of the gifts must not exceed 3,000 baht.

Item 5: Using greeting cards, signing greeting books, blessing through social media platform, volunteering. This is something that persons should do instead giving gifts. In addition, persons should use products from persons with disabilities' agencies under the Department of Empowerment of persons with Disabilities as gifts, with the aim of promoting career and revenue of persons with disabilities.

Item 6: Anyone who is intentionally against Regulations of the Office of the Prime Minister to accept or offer gifts to government officials, B.E. 2565. It is considered that a person who has violated discipline or has not behaved in accordance with the code of ethics of government officials, must be prosecuted according to the law, rules, and code of ethics of government officials or relevant cabinet resolutions. if there has any complains and empirical evidence that there are personnel of the Department of Empowerment of persons with disabilities intentionally disobeying regulations, the superior officers must implement rapidly in accordance with paragraph one and provide protection to whistleblowers as well.

Item 7: All persons must strictly follow these guidelines. Especially, all levels of the superior officers must perform as a role model in following these guidelines and must promote acknowledgement for persons in order to encourage the practices regarding giving and receiving gifts in accordance with the laws, rules and regulations.

This announcement shall be informed and observed accordingly.

Announcement on 8 January B.E. 2567 (2024)



(Mr. Kantapong Rangsesawang)

Director General of Department of Empowerment
of Persons with Disabilities