

**Exhibit 3**  
**Examples of Category 3 Allegations**

Category 3 violations may involve the following types of misconduct:

- (A) Disrespectful conduct or using abusive language toward coworkers or supervisors
- (B) Disrespectful conduct or discourtesy toward the public
- (C) Insubordination or deliberate failure or delay in complying with policies, assignments, or instructions
- (D) Willful or negligent breach of safety regulations or practice where imminent danger to persons or property is involved
- (E) Violation of security regulations or practices where the breach was unintentional
- (F) Use of an unauthorized weapon in the performance of official duty
- (G) Failure to honor just debts where Service operations or reputation are affected, e.g., Government Travel Card Program debts
- (H) Knowingly making false, malicious, or unfounded statements against coworkers, supervisors, subordinates, or government officials that tend to damage the reputation or undermine the authority of those concerned
- (I) Use of Government facilities, supplies, equipment, services, telephones, or personnel for other than official purposes where the value of such use is \$100 or less
- (J) Falsification of documents such as employment applications
- (K) Prohibited personnel practices
- (L) Unauthorized outside employment or business activity
- (M) Willful or negligent loss of or damage to Government property exceeding \$100 in value
- (N) Egregious inattention to duty that results in potential danger to life or extensive damage to property
- (O) Discharge of a firearm by a Service employee not reported as a Category 1 or 2 matter, excluding intentional discharges during firearms training, practice, animal control, undercover hunting or qualification, which does not result in injury or damage to property.
- (P) Willful or negligent loss of or damage to Government records or information which substantially affects Service operations or the delivery of services
- (Q) Intentional misuse/unauthorized use of Government Travel Card Program credit card
- (R) Unexcused or unauthorized absence, or misuse or unauthorized use of sick leave
- (S) Conducting personal business on Government time, or loafing, wasting time, sleeping on the job, or inattention to duties

(T) Willful breach of safety regulations or practices where imminent danger to persons or property is not involved

(U) Violation of security regulations or practices where restricted information is not compromised and breach is unintentional

(V) Willful loss of or damage to government property the value of which is \$100 or less

(W) Willful loss of or damage to government records or information that does not substantially affect Service operations or the delivery of services