

NUMBER: HR 0.00
SECTION: Human Resources
SUBJECT: Policy Disclaimer
DATE: July 1995
REVISED: February 10, 2012
Policy for: All Campuses
Procedure for: All Campuses
Authorized by: Chris Byrd
Issued by: Division of Human Resources

- I. The following policy disclaimer should be added to the beginning of all Division of Human Resources policies.

THE LANGUAGE USED IN THE HUMAN RESOURCES POLICIES IS NOT INTENDED TO CREATE AN EMPLOYMENT CONTRACT BETWEEN THE FACULTY, STAFF, OR ADMINISTRATIVE EMPLOYEE AND THE UNIVERSITY OF SOUTH CAROLINA. THE POLICIES DO NOT CREATE ANY CONTRACTUAL RIGHTS OR ENTITLEMENTS. THE UNIVERSITY OF SOUTH CAROLINA RESERVES THE RIGHT TO REVISE THE CONTENTS OF THE POLICIES, IN WHOLE OR IN PART. NO PROMISES OR ASSURANCES, WHETHER WRITTEN OR ORAL, WHICH ARE CONTRARY TO OR INCONSISTENT WITH THE TERMS OF THIS DOCUMENT CREATE ANY CONTRACT OF EMPLOYMENT. THE UNIVERSITY'S DIVISION OF HUMAN RESOURCES HAS THE AUTHORITY TO INTERPRET THE UNIVERSITY'S HUMAN RESOURCES POLICIES.

- II. Reason for Revision

To comply with advice from the South Carolina Office of Human Resources that policy disclaimers should be in bold, underlined and capitalized.