

NUMBER: HR 1.27
SECTION: Human Resources
SUBJECT: Nepotism
DATE: December 1990 (Rev.)
REVISED: August 10, 2010
Policy for: All Campuses
Procedure for: All Campuses
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Issued by: Division of Human Resources

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- I. Policy
 - A. This document sets forth the University of South Carolina policy concerning the employment, promotion, or discipline of family members, pursuant to Section 8-13-750 of the 1976 South Carolina Code of Laws, as Amended, and regulations of the South Carolina Office of Human Resources.
 - B. No public official, public member, or public employee may cause the employment, appointment, promotion, transfer, or advancement of a family member to a state or local office or position in which the public official, public member, or public employee supervises or manages.
 - C. A public official, public member, or public employee may not participate in an action relating to the discipline of the public official's, public member's, or public employee's family member.
 - D. For purposes of this policy family member means an individual who is:

1. The spouse, parent, brother, sister, child, mother-in-law, father-in-law, son-in-law, daughter-in-law, grandparent, or grandchild
2. A member of the individual's immediate family. Immediate family is defined as follows:
 - a. A child residing in a public official's, public member's, or public employee's household
 - b. A spouse of a public official, public member, or public employee; or
 - c. An individual claimed by the public official, public member, or public employee or the candidate's, public official's, public member's, or public employee's spouse as a dependent for income tax purposes.

II. Reason for Revision

This policy revision updates the disclaimer language as recommended by State OHR.