

Administrative Division HR Division of Human Resources		Policy Number HR 1.27	
Policy Title Nepotism			
Scope of Policy USC System		Date of Revision January 31, 2019	
Responsible Officer Vice President for Human Resources		Administrative Office Division of Human Resources	

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PURPOSE

This document sets forth the University of South Carolina policy concerning the employment, promotion, or discipline of family members, pursuant to the State Ethics Governmental Accountability and Campaign Reform Act of 1991, Section 8-13-750 of the 1976 South Carolina Code of Laws, as Amended, and regulations of the South Carolina Division of State Human Resources.

DEFINITIONS

Family Member: An individual who is the spouse, parent, brother, sister, child, mother-in-law, father-in-law, son-in-law, daughter-in-law, grandparent, grandchild or other immediate family member of the public official, public member, or public employee.

Immediate Family Member: A child residing in a public official's, public member's, or public employee's household; a spouse of a public official, public member, or public employee; or an individual claimed by the public official, public member, or public employee or the public official's, public member's, or public employee's spouse as a dependent for income tax purposes.

POLICY STATEMENT

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 or is otherwise responsible for the unit where the family member would be employed.

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.

RELATED UNIVERSITY, STATE AND FEDERAL POLICIES

[SC Code of Laws Section 8-13-750](#)

State Ethics Governmental Accountability and Campaign Reform Act of 1991

~~[State Human Resources Regulations 19-701.06](#)~~

[State Human Resources Regulations Section 19-701.07](#)

HISTORY OF REVISIONS

DATE OF REVISION	REASON FOR REVISION
January 31, 2019	Updated to new format
<u>XXX</u>	<u>Updated to clarify policy application and to edit State Human Resources Regulations citation</u>