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SECTION: Human Resources  
  
SUBJECT: Nepotism  
  
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Policy for: All Campuses  
Procedure for: All Campuses  
Authorized by: Jane M. Jameson  
Issued by: Division of Human Resources

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**DISCLAIMER: The language used in the Human Resources policies does not create an employment contract between the employee and the University of South Carolina. The University reserves the right to revise the content of the Human Resources policies, in whole or in part, with or without notice. In all cases, the Human Resources policies are intended to be consistent with the prevailing state and federal laws and regulations. However, in the event the language contained in the Human Resources policies conflicts with state or federal laws or regulations, the state or federal laws or regulations will control. The University of South Carolina Division of Human Resources has the authority to interpret the University's Human Resources policies.**

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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: or
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; or

(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.