I. Policy

A. 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.

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, grandchild or members of the employee’s immediate family as defined below.

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.