

**SOUTH CAROLINA STATE UNIVERSITY  
PERSONNEL POLICIES AND PROCEDURES MANUAL**

SECTION: FLSA and Classification and Compensation Administration	Section: II
	Subject: A.7
SUBJECT: Minimum Age Provisions	Effective: 01/01/06
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**MINIMUM AGE PROVISIONS**

The Fair Labor Standards Act (FLSA) protects young workers from employment that might interfere with their educational opportunities or endanger their health or well being.

Generally, 18 years is the minimum age for employment at South Carolina State University. Youths, ages 16 and 17, may be employed under special circumstances in jobs not declared hazardous by the United States Secretary of Labor. The Office of Human Resource Management must be consulted prior to any offer of employment to persons under the age of 18.