

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

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| SECTION: Recruitment and Employment | Section: I |
| | Subject: E |
| SUBJECT: Nepotism | Effective: 06/05/09 |
| | Revised: 05/29/09 |

THE LANGUAGE USED IN THIS DOCUMENT DOES NOT CREATE AN EMPLOYMENT CONTRACT BETWEEN THE EMPLOYEE AND SOUTH CAROLINA STATE UNIVERSITY. THIS DOCUMENT DOES NOT CREATE ANY CONTRACTUAL RIGHTS OR ENTITLEMENTS. THE UNIVERSITY RESERVES THE RIGHT TO REVISE THE CONTENT OF THIS DOCUMENT, IN WHOLE OR IN PART. NO PROMISES OR ASSURANCES, WHETHER WRITTEN OR ORAL, WHICH ARE CONTRARY TO OR INCONSISTENT WITH THE TERMS OF THIS PARAGRAPH CREATE ANY CONTRACT OF EMPLOYMENT.

NEPOTISM

As required by State Human Resources Regulations and the Ethics Act, South Carolina State University adheres to a strict policy against nepotism. No public official, public member or public employee may cause the employment, appointment, promotion, reassignment, transfer or advancement of a family member to a position which the public employee supervises or manages. Family member means an individual who is:

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

Members of the same family may be employed in faculty or staff positions, in the same or different departments or offices, provided that one member of the family would not be required to function in a supervisory capacity involving another member of the same family. In situations in which one member of the family would be required to initiate or participate in institutional decisions involving a direct benefit (initial appointment, retention, promotion, salary, leave of absence, etc.) involving another member of the same family, the appropriate Vice President (or applicable Division Head) must grant prior written approval to such an employment arrangement. A good-faith determination by the Vice President that it would not be in the best interest of South Carolina State University to establish such a close working relationship between members of the same family would not constitute a denial of equal employment opportunity.