

Policy Number/Title: 4.418 South Carolina State Ethics Act (Nepotism)
Effective Since: 04/23/2010
Last Revision Approved: 04/23/2010
Responsible Office: Human Resources

1. Scope:

The State applies to all public officials, public members and public employees of the State and political subdivisions, with the exception of members of the judiciary. Probate judges, candidates for public office and committees or groups working on behalf of candidates are also covered by the law.

2. Definitions:

This section was intentionally left blank.

3. Policy:

Act

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. Family member means an individual who is:

1. The spouse, parent, brother, sister, child, father-in-law, mother-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 candidate's, public official's, public member's or public employee's household; or
 - b. A spouse of a candidate, public official, public member or public employee; or
 - c. An individual claimed by the candidate, 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.

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.

4. Procedures:

This section was intentionally left blank.

5. Resources:

This section was intentionally left blank.

6. History of Revisions:

04/23/2010	Minor Revisions
01/01/2005	Policy first established

7. Approvals:

Responsible Officer Signature/Date:

Vice President/Senior Administrator Signature/Date:

President Signature/Date: