

State Human Resources Policy #E24-113.01

Nepotism / Employment of Family Members

THE LANGUAGE USED IN THIS DOCUMENT DOES NOT CREATE AN EMPLOYMENT CONTRACT BETWEEN THE EMPLOYEE AND THE AGENCY. THIS DOCUMENT DOES NOT CREATE ANY CONTRACTUAL RIGHTS OR ENTITLEMENTS. THE AGENCY 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.

DEFINITIONS

Agency – The South Carolina Military Department/Office of the Adjutant General

Family Member – An individual who is the spouse, parent, brother, sister, child, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, grandparent, or grandchild or a member of the individual's immediate family. (State Code of Laws, Section 8-13-100)

Immediate Family: (State Code of Laws, Section 8-13-100)

- A child residing in a candidate's, public official's, public member's, or public employee's household
- A spouse of a candidate, public official, public member, or public employee
- An individual claimed by the candidate, public official, public member, or public employee or the candidate's, public official's, or public employee's spouse as a dependent for income tax purposes

Nepotism - Favoritism (as in appointment to a job) based on kinship; the unfair practice by a powerful person of giving jobs and other favors to relatives. (Merriam-Webster on-line dictionary)

POLICY

1. The South Carolina Military Department (Agency) will not allow nepotism to influence actions pertaining to the employment, appointment, promotion, transfer, or advancement of Agency members.
2. Members of the Agency may not cause the employment, appointment, promotion, transfer, or advancement of a family member to an Agency position in which the Agency member supervises or manages.
3. Members of the Agency may not participate in an action relating to the discipline of the Agency member's family member.
4. The Agency and its subordinate organizations are prohibited from hiring, transferring, or placing members of the same family into positions in which one family member will supervise the other family member, or be able to exercise any influence over administrative considerations affecting the other.
5. An employee who violates this policy, or a supervisor, Program Manager or Department Head who fails to enforce this Policy, may be subject to the Agency's Progressive Discipline Policy up to and including termination.