

**IMPORTANT NOTICE**

**NOTHING CONTAINED IN THIS POLICY CREATES A CONTRACT RIGHT. CONSISTENT WITH SOUTH CAROLINA LAW, ALL EMPLOYEES ARE EMPLOYED "AT WILL" WHICH MEANS THAT THE EMPLOYEE HAS THE RIGHT TO TERMINATE HIS OR HER EMPLOYMENT AT ANY TIME, WITH OR WITHOUT NOTICE OR CAUSE, AND THAT THE COMMISSION RETAINS THE SAME RIGHT. EXCEPTIONS TO THE POLICY THAT ALL EMPLOYEES ARE EMPLOYED "AT WILL" MAY BE MADE ONLY BY WRITTEN AGREEMENT SIGNED BY THE COMMISSION AND THE EMPLOYEE AND APPROVED BY VOTE OF THE BOARD.**



**Employment of Relatives**

Human Resources  
Policy No. 070

Review Date: June 21, 2010  
Last Revised: January 1, 2005

**Policy Statement**

Relatives or household members of current Richland County Recreation Commission employees may not be hired, promoted or reassigned to a position in which the current Richland County Recreation Commission employee supervises or manages.

**1. Definition of Relative:**

A relative is an individual who is a spouse, parent, brother, sister, child, mother-in-law, father-in-law, son-in-law, daughter-in-law, grandparent or grandchild of a current Richland County Recreation Commission employee.

**2. Definition of Household Member:**

- 2.1. A child residing in the current Richland County Recreation Commission employee's household.
- 2.2. A spouse of the current Richland County Recreation Commission employee.
- 2.3. An individual claimed by the current Richland County Recreation Commission employee as a dependent for income tax purposes.

ADOPTED BY RICHLAND COUNTY RECREATION COMMISSION BOARD

BOARD MEETING DATE: June 21, 2010  
(Date Approved)

APPROVED: J. Marie Green  
J. Marie Green, Vice-Chair

For more information about this policy, contact Human Resources