

POLICY

Number:	3.5.8
Title:	Personal Benefit from Instructional Projects or Written Materials
Authority:	Title 59, Chapter 53, Sections 810-860 and 8-13-700 et.seq. of the 1976 Code of Laws of South Carolina, as Amended
Responsibility:	Vice President, Human Resources and Employee Relations
Original Approval Date:	04-08-1993
Last Cabinet Review:	06/26/2024
Last Revision:	06/26/2024

Chairperson

DISCLAIMER

PURSUANT TO SECTION 41-1-110 OF THE CODE OF LAWS OF SC, AS AMENDED, THE LANGUAGE USED IN THIS DOCUMENT DOES NOT CREATE AN EMPLOYMENT CONTRACT BETWEEN THE EMPLOYEE AND THE AGENCY.

An employee may only receive benefits from the use of South Carolina Technical College System (SCTCS) resources or work performed by students for instructional purposes if the benefits are also available to the public. The employee cannot derive personal gain or other benefit from work performed by students even if the work is performed for instructional purposes.

To clarify, an employee of SCTCS System/College may not:

- Be paid for work performed by themselves or students that was part of a classroom learning activity;
- Contract with a company to perform work for the company using SCTCS System Office/College resources and/or students whereby the employee receives payment from said company even when the work is part of classroom learning or lab activity;
- Sell goods produced as part of a classroom learning activity or goods that were produced by the employee using SCTCS System Office/College resources; or
- Use SCTCS System Office/College property, equipment, or other resources for their own commercial purposes where the employee receives payment or other economic benefit.

Where there are conflicts or inconsistencies between this policy and the Ethics Reform Act of 1991, the provisions of the Ethics Act will take precedence. For additional information related to this topic, please refer to the State Ethics Commission's Rules of Conduct Section 8-13-700 Use of Official Position or Office for Financial Gain; Disclosure of Potential Conflict of Interest.