

FLORENCE-DARLINGTON TECHNICAL COLLEGE

POLICY

Number: 30-13
Title: Honorariums and Gratuities
Original Approval Date:
Area Commission Review:
Last Revision: 11/19/24

Reference (Policy and/or Procedure)

SBTCE:

FDTC: Human Resource Services

Other: Section 59-53-20 of the 1976 Code of Laws of South Carolina, as Amended

Policy Description

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 SC STATE BOARD FOR TECHNICAL AND COMPREHENSIVE EDUCATION / THE SC TECHNICAL COLLEGE SYSTEM. THE STATE BOARD FOR TECHNICAL AND COMPREHENSIVE EDUCATION/THE SC TECHNICAL COLLEGE SYSTEM 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.

While acting in their official capacity state employees are prohibited from accepting additional compensation from any group or organization to whom professional services are rendered. For purposes of this section, modest amounts which have historically been awarded to individuals (while acting in their official capacity) in appreciation of help and services provided, such as honorariums, cannot be received by the individual employee. Such amounts can be received by the College, however, and the employee can then be reimbursed under regular state expense procedures. For

reimbursement of such expenses there must be prior approval of the President or official designee.

Whether in-state or out-of-state, an employee should not directly accept an honorarium or similar gifts for services rendered on state time or at state expense. Acceptance of gifts from salesmen, vendors, or business organizations wishing to acknowledge or attract favorable relationships must be tactfully refused, whether such gifts are tendered at home or at the office.

Where there are conflicts or inconsistencies between this policy and the Ethics Act of 1991, the provisions of the Ethics Act will take precedence.