



TECHNICAL COLLEGE  
OF THE LOWCOUNTRY

**POLICY: Personal Benefit from Projects**  
**Number: 5.5.11**

Responsibility: Human Resources  
Last Updated: November 14, 2023  
State Policy/Law: SC Code of Laws, Sections 59-53-20 and 8-13-700 et. seq.

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Commission Chair

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President

**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 OR THE TECHNICAL COLLEGE OF THE LOWCOUNTRY. THE STATE BOARD FOR TECHNICAL AND COMPREHENSIVE EDUCATION/THE SC TECHNICAL COLLEGE SYSTEM AND THE TECHNICAL COLLEGE OF THE LOWCOUNTRY RESERVE 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.

It is the policy of the Technical College of the Lowcountry that an employee may only receive benefits from the use of College resources or work performed by students for instructional purposes if the benefits are also available to the general 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 the College may not:

1. be paid for work performed by themselves or students that were part of a classroom learning activity
2. contract with a company to perform work for the company using College resources and/or students whereby the employee receives payment from said company even when the work is part of a classroom learning or lab activity
3. sell goods produced as part of a classroom learning activity or goods that were produced by the employee using College resources; or
4. use 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, 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.