DISCRIMINATION

SOUTH CAROLINA HUMAN AFFAIRS LAW PROHIBITS EMPLOYMENT DISCRIMINATION

Under state law an employer may not discriminate against you on the bases of **Race, Color, National Origin, Religion, Age (40+) or Disability, Sex (Including pregnancy, childbirth, or related medical conditions , sexual orientation, or gender identity**

The South Carolina Human Affairs Commission (SCHAC) enforces state and federal laws that protect employees and applicants from employment discrimination.

Examples of Illegal Employment Practices

All aspects of employment including:

- Failure to hire or promote
- Pay (Unequal wages or compensation) or Benefits
- Failure to provide reasonable accommodation due to:
  - o a disability
  - o sincerely held religious belief, observance , or practice.
  - o pregnancy, childbirth, or related medical condition, including, but not limited to, lactation.
- Unlawful Discipline/Demotion/Suspension
- Retaliation or conduct, that might reasonably discourage someone from:
  - o opposing discrimination
  - o filing a charge
  - o or participating in an investigation or proceeding
- Applying different terms and conditions of employment
- Harassment including:
  - o unwelcome verbal or physical conduct or Intimidation

Enforcement is pursuant to SC Code Ann. § 1–13–90. For a full list of unlawful employment actions in this State, please refer to SC Code Ann. §§ 1–13–80 & 41–1–130.

How to report unlawful discrimination:

If you believe discrimination has occurred, contact the South Carolina Human Affairs Commission.

- Complete a questionnaire:
  - o **Online** at **www.schac.sc.gov**
  - o **Call us** at (803) 737-7800 or Toll-Free at 1-800-521-0725
  - o **In person or mail to:**
    1026 Sumter Street, Suite 101
    Columbia, SC 29201
- You must **file a formal complaint** to launch an investigation.
- There are **strict time limits** for filing charges of employment discrimination. To preserve the ability to act on your behalf and to protect your right to file a private lawsuit, should you ultimately need to, you should contact the SC Human Affairs Commission promptly when discrimination is suspected.

Employers including state agencies, local governments (as employers), educational institutions (as employers), and local subdivision thereof, shall **POST, KEEP POSTED, AND MAINTAINED IN CONSPICUOUS PLACES UPON THEIR PREMISES**, where notices to employees and applicants are customarily posted.

The mission of the SC Human Affairs Commission is to eliminate and prevent unlawful discrimination in: Employment on the bases of Race, Color, National Origin, Religion, Sex (including pregnancy, childbirth, or related medical condition , sexual orientation, or gender identity), Age (40+), or disability; Housing on the bases of: Race, Color, National Origin, Religion, Sex, Familial Status or Disability; Public Accommodations on the bases of: Race, Color, National Origin or Religion.

South Carolina Human Affairs Commission
1026 Sumter Street, Suite 101
Columbia, SC 29201
www.schac.sc.gov
Phone: (803) 737-7800 Toll-Free: 1-800-521-0725

(Revised 11/14/2022)

eCompliance™ LaborLawCenter