

# South Carolina Law Prohibits EMPLOYMENT DISCRIMINATION

Based on: Race, Color, Religion, National Origin, Sex, including Pregnancy & Childbirth (or related medical conditions), Age (over 40), or Disability

## Examples of conduct covered under the law:

- ❖ Failure to Hire or Promote
- ❖ Unequal Wages
- ❖ Harassment/Intimidation
- ❖ Discipline/Demotion/Suspension/Termination
- ❖ Applying Different Terms and Conditions of Employment
- ❖ Failure to Reasonably Accommodate due to a **disability, religion, pregnancy, childbirth or related medical conditions, including, but not limited, to lactation**
- ❖ Retaliation as a result of complaining about discrimination, seeking an accommodation, or participating in a discrimination investigation

### South Carolina Human Affairs Commission

1026 Sumter Street, Suite 101  
Columbia, SC, 29201

[www.schac.sc.gov](http://www.schac.sc.gov)

Phone: 803-737-7800

Toll- Free: 1-800-521-0725



## How to report unlawful discrimination:

- ❖ Complete a questionnaire via phone, in-person, mail, or online at [www.schac.sc.gov](http://www.schac.sc.gov). Once submitted, a SCHAC Intake Officer will contact you and assist you in filing a formal complaint.
- ❖ 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 SCHAC promptly when discrimination is suspected.

## EQUAL EMPLOYMENT OPPORTUNITY IS THE LAW

**In Addition to Employment**, the **Mission of SCHAC** is to eliminate and prevent unlawful discrimination in:

**Housing** on the basis of race, color, national origin, religion, sex, familial status or disability.

**Public Accommodations** on the basis of race, color, national origin or religion.

Employers, including each State Agency, or department of the State, and local subdivision thereof, **SHALL POST, KEEP POSTED, AND MAINTAINED IN CONSPICUOUS PLACES UPON THEIR PREMISES** where notices to employees and applicants for employment are customarily posted a notice to be prepared and distributed by the Commission setting forth excerpts from and/or summaries of, pertinent provisions of the Human Affairs Law, and information pertinent to the filing of a complaint.