



# The Bulletin

newsletter of the

# South Carolina Human Affairs Commission



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## Mission Statement

Our mission is to eliminate and prevent unlawful discrimination in employment, housing, and public accommodations and promote harmony and betterment in the lives of South Carolina's residents.

## Vision Statement

The South Carolina Human Affairs Commission's Vision is to be well known with a positive image and a mission that is understood and accepted by the public. SCHAC is a fully resourced, customer-friendly Agency with a diverse, well-trained and efficient team working together effectively in a safe and supportive work environment in fulfillment of the Agency's mission.

## SCHAC Hosts a Series of Talks About Race

Talking about race can make people feel uncomfortable and that is one reason why the Commission will host a series of discussions to help bridge that gap. The Commission is pleased to announce four upcoming panel discussions held around the state on race that are free and open to the public. The location of the first discussion will take place in Rock Hill and the others will be in North Charleston, Florence, and Aiken. The **No Blame, No Shame: A Conversation About Race** discussions begin on March 21, 2019. That day is significant as it is recognized as the *International Day for the Elimination of Racial Discrimination (End Racism Day)*.

The Commission is pleased to announce that the SC Collaborative on Race and Reconciliation and the SC Association of Community Action Partnerships, Inc., will partner with us in this endeavor.

The panelists will be an ethnically diverse group of individuals who will present their experiences and spark conversations. This will be an open honest discussion that shares "good news" as ordinary people discover unique ways to promote acceptance.

Join us for a powerful, candid discussion that we hope will spur positive dialogue about race in communities around our State and how we can better celebrate our differences.

Locations/Dates/Times will be finalized in the coming weeks.

## Online Questionnaire Helps Citizens Across the State

Citizens around the State can now access the Employment Initial Inquiry Questionnaire online by visiting this link:

<https://nws.southcarolina.egov.com/forms/humanaffairs/employment>

Submitting the Questionnaire does not mean you have filed a charge of discrimination. The submission will need to be analyzed by the Intake & Legal Divisions to determine if the SC Human Affairs Commission has the jurisdiction to investigate and if it meets the essential elements of a discrimination complaint. Remember to answer all questions as completely as possible. The SC Human Affairs Commission (SHAC) investigates complaints of employment discrimination on the basis of race, color, national origin, religion, sex, age, or disability.

# A Man of Many Talents!



SCHAC Housing Investigator Don Frierson is a graduate of the University of South Carolina with a degree in Journalism. Frierson has worked at the Columbia Housing Authority, The SC State Hospital, the Black News and several radio stations.

He is best known as the host of South Carolina's longest running talk show known as *The Urban Scene*. In his 28th year as host, Don's wide array of guests and topics cover not only local and regional news, but national and international events too. Don never disappoints as he stays well-informed of happenings around the world.

Don is a dedicated, hard-working employee who works until the job is complete. He said that kind of work ethic has been in him since he was a child. Marvin Caldwell, SCHAC Housing Director said, "Don's can-do attitude and positive demeanor makes him a pleasure to work

with and he is always willing to provide a helping hand to other staffers. To sum it up, Don is a selfless individual who loves his job."

Here is a sprinkling of the vast number of awards he has received over the years: the "Living the Legacy Award" -the National Council of Negro Women; outstanding work in the field of Broadcasting -Trinity Baptist Church; Outstanding Community Service in the field of Journalism -Omicron Phi Chapter of Omega Psi Phi Fraternity; Community Leader of Excellence Award -Cush Fellowship Ministries; Million Man March Appreciation Award -the Nation of Islam Mosque 38; Martin Luther King Award for Community Service -Zion Baptist Church No.1; Community Service -Masjid Al-Islam; Outstanding Service Award -Alcorn Middle School Community Task Force; Community Service Award -Sister Clara Muhammad School; Certificate of Honor -Columbia Branch NAACP; and a commendation from the South Carolina House of Representatives for public service. Don was also honored by the Columbia City Council and presented with a Key to the City.

Recently, the Free Times in Columbia ran a front page story about Don's service to the community! And, that is just the kind of acknowledgements you would expect from a man who is known for continually giving of himself to the community. Congratulations Don on getting the recognition that is well-deserved!

## END DISCRIMINATION IN HOUSING AND EMPLOYMENT!

**WHERE YOU LIVE IS YOUR CHOICE**  
DON'T LET ANYONE TELL YOU DIFFERENTLY.



Visit [www.schac.sc.gov](http://www.schac.sc.gov) or call  
**(803) 737-7800**

**EMPLOYMENT DISCRIMINATION**

If you believe you have been discriminated  
against at work, you can file a Charge of Discrimination.



SC Human Affairs Commission  
**(803) 737-7800**

# National Fair Housing Training Academy

SCHAC Fair Housing staff attended the National Fair Housing Training Academy (NFHTA) in Crystal City, Virginia. This training was based on the overview of investigative techniques with an emphasis on sexual harassment discrimination. The U.S. Department of Housing and Urban Development Assistant Secretary if need be involve the Department of Justice (DOJ) depending on the severity of allegations. Below are topics covered at the conference:

- ◆ Effective Investigative Interviewing
- ◆ Legal Standards and Theories of Proof
- ◆ Sexual Harassment Complaints
- ◆ Constitutional Consideration in an Investigation
- ◆ Best Practices in Conciliation

## Meet Our New Employees!



My name is Leslie Centeno. I am the first generation in my immediate family to graduate high school and college. I have a BA in Criminology and Criminal Justice from USC. I was born and raised in Miami, Florida but I have been in Columbia, SC since 2006, which makes it twelve years living in Columbia. My parents are from Nicaragua (Central America). I am bilingual, I speak both Spanish and English fluently. I have a younger sister and a nephew. Last but not least, I have an adorable puppy named Colby, who is an Australian Shepherd.



I am Emily Rouse, mother of four awesome children. I have three beautiful daughters and one handsome son. I have an analytical personality and enjoy investigative/ administrative work and that is why I believe my skills are an excellent fit for this

position. I am a loving, caring, dependable, honest, hard worker, and am a team player. When I am not at work I love watching basketball & football, traveling, shopping, cooking, and playing bingo. I also love being around family and friends and meeting new friends!



# Retaliatory Eviction Found Unlawful

The South Carolina Human Affairs Commission held an administrative hearing on December 6, 2018, in Greenville County, South Carolina, to hear a Complaint brought by the Commission against Respondents Dale Bishop and Pebble Springs, LLC. The underlying Charge was filed by Rosalind Wadler, a 72-year-old woman renting a lot from Respondents. Ms. Wadler filed an amended charge when the Respondents evicted her as a response to the agency's investigation.

The Commission determined that reasonable cause existed that Respondents had engaged in unlawful retaliatory practices, which violates South Carolina Fair Housing Law at S.C. Code Ann. §31-21-80 which reads: *It is unlawful to coerce, intimidate, threaten or interfere with any person in the exercise of, or on account of his having aided or encouraged any other person in the exercise of any right granted under this chapter.*

The Administrative Panel awarded Ms. Wadler \$7,889.00 for emergency storage and medical expenses and \$10,000.00 for embarrassment, humiliation, emotional distress, substantial inconvenience and other damages as described in Ms. Wadler's testimony. The Panel also ordered a civil penalty in the amount of \$10,000.00 to the Commission in addition to injunctive relief requiring Respondents attend Fair Housing training. The Order was served on all parties December 13, 2018. Members of the Administrative Panel were Harold Jean Brown, Andrew C. Williams, and Joe Fragale, Chief Hearing Officer.

## SOUTH CAROLINA HUMAN AFFAIRS COMMISSION



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## Procedimiento de Quejas

Si usted piensa que ha sido discriminado en la vivienda o en el empleo, debe ponerse en contacto con la Comisión de Asuntos Humanos. La Comisión investigará su queja y si hay una violación de la ley, la Comisión puede ayudarle a conseguir soluciones legales a los que usted tiene derecho. Si es necesario, la Comisión puede llevar casos de discriminación a una audiencia o a la corte. No importa su estado legal, la Comisión lo ayuda.

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