

How to Handle Employment Discrimination

Who We Are:

The South Carolina Human Affairs Commission is a state agency that was established in 1972. We work to prevent and eliminate unlawful discrimination in housing, employment, and public accommodations for the betterment of human affairs for all people.

Our Authorization:

Sections 1-13-10 through 1-13-110 of the S.C. Code empower the Commission to look into problems of unlawful discrimination on the basis of race, color, religion, age (40 and above), sex (including pregnancy, childbirth, lactation, and related medical conditions, sexual orientation, and gender identity), national origin, and disability. The law established a framework for accepting and investigation complaints of unlawful discrimination.

When do I file a complaint?

If you feel that you have been discriminated against on the basis of race, color, religion, age (40 and above), sex (including pregnancy, childbirth, lactation, and related medical conditions, sexual orientation, and gender identity), national origin, or disability then you **have a right** to file a complaint.

Is there a time limit?

Yes. You have up to 180 days from the date of the discriminatory act to file. If more than 180 days but less than 300 days have passed, your complaint would then be waived to the U. S. Equal Employment Opportunity Commission (EEOC) for processing.

How do I file a claim?

Contact our office either online, by phone, by mail, or walk-in. Speak with one of our intake investigators. They will be able to explain what we do and help to determine if you have a basis for filing a complaint.

What Happens Next?

Once the Intake and Referral Division receives your information, it will be reviewed to determine if you have a basis for filing a discrimination complaint under the S. C. Human Affairs Law, as amended; Title VII of the U. S. Civil Rights Act of 1964, as amended; Age Discrimination in Employment Act of 1967, as amended; or the Americans with Disabilities Act of 1990, as amended. If a basis exists, a formal Charge of Discrimination will be prepared for you to sign, notarize, and return to this office. Upon receipt of your complaint, your charge will be assigned either to mediation, investigation, or waived to EEOC.

Contact Us

You may call:

(803) 737-7800
Toll Free: 1-800-521-0725
(in state)

**Monday through Friday
from 8:30 a.m. to 5:00 p.m.**

Web Address:

<https://schac.sc.gov>

E-mail Address:

Information@schac.sc.us

Our Address is:

South Carolina
Human Affairs Commission
1026 Sumter Street, Suite 101
Columbia, SC 29201



Are You Being Discriminated Against?

The South Carolina Human Affairs Commission is a state government agency that enforces the South Carolina Human Affairs Law. If you think you have been discriminated against in employment, you should contact the Commission. We will investigate your complaint to see if the law has been violated. If there is a violation, the Commission can help get legal remedies to which you may be entitled.

We are here to help.

Employment Discrimination in South Carolina



**The South Carolina
Human Affairs
Commission**