

# THE CRC NEWSLETTER

## COMMUNITY RELATIONS COUNCILS

Promoting harmony & respect among a diverse citizenry of our state



South Carolina Human Affairs Commission  
[www.schac.sc.gov](http://www.schac.sc.gov)

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## “Advancing the Conversation”

### a Big Hit at Joseph P. Riley Stadium

The SC Human Affairs Commission, Denny’s and the Charleston Riverdogs were the major sponsors of an exciting event held in Charleston on Saturday, June 11. Under beautiful skies, with only one surprise shower, a group of about 75 citizens from around the state gathered for a full day of learning experiences, meeting new and old friends, lots of good food and drink and a rousing baseball game. Using the Awareness Windows concept of reflection/attention, feeling, thinking and wanting, the participants were introduced to a systems-oriented human engagement and issues management process that fostered collaboration in the midst of diversity and helped analyze key elements of the quality of community life process.



Over the last few months, SCHAC has worked with world renowned human resource organization expert, Dr. Graeme Coetzer, Professor at the College of Charleston, to review, revise and update the process that we use to create and operate the Community Relations Councils. The goal of this initiative is to provide future and existing councils with a support system to achieve their goals and offer process guidelines. A training system will be developed that covers all phases of the new Community Relations Enhance System then management training for facilitators will be given via certification by the College of Charleston. Dr. Coetzer brought together over 300 leaders from across the state last September to begin the conversation about the experience of managing human differences in light of the Emanuel 9 tragedy last June. This award winning, first step initiative was well received and led to the creation of a 4 step process to be centered on a sports event in the Charleston area. The third event is being planned for late fall with Citadel football and will discuss analyzing the causes/drivers of gaps and strengths.

It is our desire to have participation from all 46 counties at the upcoming events. Commissioner Buxton is very committed to the renewal of SCHACRA (SC Human and Community Relations Associations) as a way to advance human differences in the state by sharing information and concerns with the network of local constituents; as we provide support and encouragement to communities and enlist the support of state and local government along with corporate community partners. For more information on the Institute for Community Development, the Quality of Life Initiative and the Community Enhancement Coalition, please contact Sandra Ligon, Program Manager for Community Relations and Enhancement at (803) 737-7838 or [sandra@schac.sc.gov](mailto:sandra@schac.sc.gov).



## Promoting harmony & respect among a diverse citizenry of our state Community Relations Councils

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### Current CRCs:

Columbia, Lexington, Allendale, Hampton, Beaufort, Jasper, Berkeley, Myrtle Beach, Georgetown, Lancaster, Rock Hill, Greenwood, Greenville, Anderson, Laurens, McCormick

# Employment Discrimination

The South Carolina Human Affairs Commission (SCHAC) Law **protects** you against employment discrimination when it involves:

- Unfair treatment or harassment because of race, color, religion, sex (including sexual harassment and pregnancy), national origin, age (40 and above), and disability;
- Denial of a reasonable workplace accommodation that you need because of your religious beliefs or disability;
- Retaliation because you complained about job discrimination, or assisted with a job discrimination investigation or lawsuit.

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

## Employment Discrimination by Type

|                 |                   |
|-----------------|-------------------|
| Age             | Religion          |
| Color           | Retaliation       |
| Disability      | Sex               |
| National Origin | Pregnancy         |
| Race            | Sexual Harassment |

Learn about the various types of discrimination prohibited by the laws enforced by SCHAC.

The following charges of discrimination are taken by SCHAC but are investigated by the EEOC:

Equal Pay/Compensation  
Genetic Information  
Sexual Orientation

Please review our website at [www.schac.sc.gov](http://www.schac.sc.gov)  
or call us at 800-521-0725(in state only).

## Annual Event Calendar for COMMUNITY RELATIONS COUNCILS

### January

MLK/Interfaith Awareness

### February

African American History

### March

Women's History/End Racism Day

### April

Fair Housing

### May

Law Enforcement/  
Community Relations

### June

Disaster Preparedness/Emanuel 9  
Remembrance, Peace & Reconciliation

### July

Employment Discrimination/  
Economic Opportunity

### August

Youth Project/Back to School

### September

Hispanic Heritage/Cultural Diversity

### October

Disability Employment Awareness

### November

American Indian Heritage/  
Veterans' Appreciation

### December

Aging & Poverty Issues