



The Bulletin

newsletter of the

South Carolina Human Affairs Commission

January/February/March 2020

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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 (SCHAC) 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 Welcomes New Commissioner



The South Carolina Human Affairs Commission (SCHAC or Agency) announces that Janie A. Davis has joined the Agency as its Commissioner. Davis comes with a strong background in equal employment opportunity practices, extensive knowledge of state and federal laws, policies and procedures and executive management skills.

"I am honored to join the South Carolina Human Affairs Commission," commented Davis, "and I look forward to working with this team on the Agency's mission to prevent and eliminate unlawful discrimination, while promoting harmony, civility and mutual respect for all of our State's citizens."

Commissioner Davis has over 25 years of executive management experience and has worked previously with SCHAC as its Technical Services Director. She brings a breadth of experience that will prove valuable to the Agency.

Davis earned her Masters of Public Administration from the University of South Carolina and her B.A. in Social Science from South Carolina State University.

End Racism Day

March 21 marks the commemoration of End Racism Day, officially observed since 1966 by the United Nations as The International Day for the Elimination of Racial Discrimination.

The SC Human Affairs Commission hopes that individuals across the State will engage in conversations or attend activities to learn about South Carolina's diverse citizenry. We hope that these activities will promote understanding and respect.

The public is invited to attend the End Racism Day press conference on the first floor of the State Capitol on March 19, 2020 at Noon for the reading of the Governor's Proclamation and a brief program.

South Carolina Pregnancy Accommodation Act

The SCHAC office now includes a lactation room, a refrigerator and babies are welcome!

The Pregnancy Accommodation Act was signed into law by Governor McMaster in 2018. The General Assembly's intent in passing it was to combat pregnancy discrimination. In sum, it requires employers to provide reasonable accommodations to employees and applicants for medical needs arising from pregnancy, childbirth, or related medical conditions.



SCHAC established an Infant to Work Program in April 2019. This program was developed to allow eligible new mothers and fathers the opportunity to bring their baby to work with them from the age of six weeks to six months.

Pictured are a few of our SCHAC babies!

State Employee Grievance Committee

Congratulations to SCHAC Deputy Commissioner Dan Koon! He has served on the State Employee Grievance Committee for two full terms.

Employees interested in serving on this committee must be nominated by their agency's director and complete a lengthy selection process. Once selected for the committee, a person can only serve two three-year terms.



Charlotte EEOC Director Reuben Daniels, Jr. Retires

The retirement celebration for the Charlotte District Director of the U.S. Equal Opportunity Commission, Reuben Daniels, Jr., was held in January.

SCHAC staff attending Mr. Daniels' retirement ceremony were; Commissioner Janie Davis, Deputy Commissioner Dan Koon, Administrative Coordinator Vicki Miller and General Counsel Lee Ann Watson.

Newly Appointed Board Commissioner

Congratulations to Rev. Dr. Leon Winn. Governor Henry McMaster has appointed Winn to an At-Large seat on the Board of the SC Human Affairs Commission.

Dr. Winn is active in his community. During the 2015 flood, he assisted displaced families in Clarendon and Sumter Counties by making meals available and assisting with a shoe drive for children. He has actively served his community and state, and looks forward to continuing his service in this new capacity.



United Way of the Midlands

Donations to United Way of the Midlands stay right here in the community to help those who need it.

Congratulations to the SCHAC team for **100%** employee participation to the United Way of the Midlands!

International Association of Human Rights Organizations (IAOHRA)

SCHAC was honored to be highlighted on the website of the national organization IAOHRA during 2019. IAOHRA is headquartered in Washington, DC. The organization's membership consists of human rights agencies.

The goals of IAOHRA are: to foster human and intergroup relations; to enhance human rights practices under law; to promote civil and human rights around the world; and the association has provided leadership in the development and enforcement of needed statues and ordinances- local, state, and federal- to safeguard the human and civil rights of all people.

The SC Human Affairs Commission announces our collaborative effort to connect our readers with another South Carolina government agency. Today, we feature the SC Department of Consumer Affairs.

SOUTH CAROLINA DEPARTMENT OF CONSUMER AFFAIRS

SPOTLIGHT: INCOME TAX FRAUD

PROTECT YOURSELF DURING TAX TIME

When consumers think about identity theft, they often picture a scammer stealing someone's personal information to get credit cards or loans. But identity thieves can use your personal information in any way that you can including, to file YOUR taxes. Take these steps to protect yourself from income tax fraud!

WORK WITH THE INTERNAL REVENUE SERVICE (IRS)

- **Did you receive a letter from the IRS?** Has more than one tax return been filed in your name or are they saying that you didn't report all of your earnings? If you are contacted by the IRS, be sure to follow the instructions in the letter. Time is of the essence; respond quickly!
- **Has someone misused your social security number or do you think you're a victim of identity theft?** If you know that a person has used your information, let the IRS know! Contact the IRS Identity Protection Specialized Unit at 1 (800) 908-4490.
- For more information on income tax fraud, visit www.irs.gov/identitytheft and www.irs.gov/uac/taxpayer-guide-to-identity-theft

OTHER WAYS TO MINIMIZE THE RISKS OF ID THEFT

- **Do your research!** Whether you are looking for an affordable tax preparer or filing your taxes yourself, you can learn more about protecting yourself from tax time predators [here](#).
- **Fraud alerts and security freezes, OH MY!** If you're a victim of identity theft, place a fraud alert on your credit report and consider a security freeze. A bit confused about what these things are? Visit our [Identity Theft Resources page](#) for more information on protecting yourself.

For more information on protecting yourself from identity theft, visit www.consumer.sc.gov and click Identity Theft Resources.



South Carolina Department of Consumer Affairs
293 Greystone Blvd., Ste. 400 • PO Box 5757 • Columbia, SC 29250
(800) 922-1594 • www.consumer.sc.gov



PHISHING TAX SCAMS

- **Be on the lookout for 'phishing' scams.** Scammers often try to solicit your personal information via e-mail or even text message. The fraudster may claim to be from the IRS to trick you into disclosing the information. Don't be fooled! The IRS will not contact you by e-mail or text message to ask for personal information.
- **Report a phishing scam.** If you know about a scam, call the IRS at 1 (800) 366-4484 or e-mail phishing@irs.gov.

Welcome New Staff!



Robert Snipes has joined the team as a Community Relations Consultant. Robert is an Army veteran with over 24 years of service. He holds two Masters degrees in Public Administration and Business & Organization Security. Prior to joining SCHAC, Robert was employed with SCDJJ.

Jai-Anna Carter is a part-time staffer in Community Relations and has played an integral part to the 2020 social media campaign. She is a graduate of Columbia College with a Bachelors of Arts in Studio Arts, Public Relations and Communication Studies. Jai is also a graduate of the University of South Carolina's Digital Media Academy.



Alphia Dunbar is a Training Consultant in the Technical Services Division. She has over 18 years of experience in planning, development and implementing trainings on a variety of topics, designing training materials and programs, event planning and building collaborative relationships. She is a Certified Prevention Specialist (CPS) and holds a Masters of Public Administration degree.

Christie Linguard is the Executive Assistant to the Commissioner. She has worked in state government for over 14 years as well as over 14 years in the private sector. She has a Bachelor's degree in English from the University of South Carolina.

SOUTH CAROLINA HUMAN AFFAIRS COMMISSION



Janie A. Davis
Commissioner

Board of Commissioners

Chairman

John A. Oakland

Vice Chair

Cheryl F.C. Ludlam

5th District

Andrew C. Williams

7th District

Harold Jean Brown-Williams

At Large

Leon Winn

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.

Contact us:
South Carolina Human Affairs Commission
1026 Sumter Street, Suite 101
Columbia, South Carolina 29201

Tel: 803-737-7800 Toll Free: 800-521-0725
Fax: 803-737-7835
E: information@schac.sc.gov
W: www.schac.sc.gov