

# STATE OF SOUTH CAROLINA HUMAN AFFAIRS COMMISSION



Marvin Caldwell, Jr.  
Interim Commissioner

1026 Sumter Street, Suite 101  
Columbia, South Carolina 29201  
(803) 737-7800 (803) 737-7835 Fax



[www.schac.sc.gov](http://www.schac.sc.gov)  
(800)-521-0725 In-State

## NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990, as amended ("ADA"), the South Carolina Human Affairs Commission will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

**Employment:** The South Carolina Human Affairs Commission does not discriminate on the basis of disability in its hiring or employment practices and complies with all regulations promulgated by the U.S. Equal Employment Opportunity Commission under Title I of the ADA.

**Effective Communication:** The South Carolina Human Affairs Commission will, upon request, provide appropriate responses for qualified persons with disabilities so they can communicate and participate equally in the South Carolina Human Affairs Commission's programs, services, and activities.

Anyone who requires an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a program, service, or activity of the South Carolina Human Affairs Commission, should contact Deputy Commissioner D. Clark Leslie, telephone (803) 737-8326, as soon as possible but no later than 48 hours before the scheduled event.

**Modifications to Policies and Procedures:** The South Carolina Human Affairs Commission will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all of its programs, services, and activities.

The ADA does not require the South Carolina Human Affairs Commission to take any action that would fundamentally alter the nature of the programs or services or impose an undue financial or administrative burden.

The South Carolina Human Affairs Commission will not place a surcharge on a particular individual with a disability or any group of individuals with disabilities to cover the cost of providing auxiliary aids/services or reasonable modifications of policy, such as retrieving items from locations that are open to the public but are not accessible to persons who use wheelchairs.

Complaints that a program, service, or activity of the South Carolina Human Affairs Commission is not accessible to persons with disabilities should be directed to Deputy Commissioner D. Clark Leslie, telephone (803) 737-8326.