



# SCHAC

## SOUTH CAROLINA LAW PROHIBITS EMPLOYMENT DISCRIMINATION

Based on: Race, Color, Religion, National Origin, Sex (including Pregnancy & Childbirth or related medical conditions), Age (40+), or Disability

### Examples of conduct covered under the law:

- Failure to Hire or Promote
- Unequal Wages
- Harassment/Intimidation
- Discipline/Demotion/Suspension/Termination
- Applying Different Terms and Conditions of Employment
- Failure to Reasonably Accommodate due to: disability; religion; pregnancy, childbirth or related medical conditions, including, but not limited, to lactation
- Retaliation as a result of complaining about discrimination, seeking an accommodation, or participating in a discrimination investigation

### How to report unlawful discrimination:

- Complete a questionnaire via phone, in-person, mail, or online at [www.schac.sc.gov](http://www.schac.sc.gov). Once submitted, a SCHAC Intake Officer will contact you and assist you in filing a formal complaint.
- You must file a formal complaint to launch an investigation.
- There are strict time limits for filing charges of employment discrimination. To preserve the ability to act on your behalf and to protect your right to file a private lawsuit, should you ultimately need to, you should contact SCHAC promptly when discrimination is suspected.

**Employers**, including each **State Agency**, or **department of the State**, and **local subdivision thereof**, SHALL POST, KEEP POSTED, AND MAINTAINED IN **CONSPICUOUS PLACES UPON THEIR PREMISES** where notices to employees and applicants for employment are customarily posted a notice to be prepared and distributed by the Commission setting forth excerpts from and/or summaries of, pertinent provisions of the **HUMAN AFFAIRS LAW and LACTATION SUPPORT ACT**, and information pertinent to the **filing of a complaint**.

### EQUAL EMPLOYMENT OPPORTUNITY IS THE LAW

In addition to preventing **Employment** discrimination, the mission of SCHAC is to eliminate and prevent unlawful discrimination in:

**Housing** on the basis of race, color, national origin, religion, sex, familial status or disability; and

**Public Accommodations** on the basis of race, color, national origin or religion.



### South Carolina Human Affairs Commission

1026 Sumter Street, Suite 101  
Columbia, SC, 29201

[www.schac.sc.gov](http://www.schac.sc.gov)

Phone: 803.737.7800

Toll-Free: 1.800.521.0725