



South Carolina Human Affairs Commission

Technical Services and Training Division

Prevention Corner



An ounce of Prevention is Worth a Pound of Cure.
~Benjamin Franklin

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South Carolina
Human Affairs Commission
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The South Carolina Human Affairs Commission strives to alleviate problems of discrimination through the enforcement of the SC Human Affairs Law (including the SC Pregnancy Accommodations Act), the SC Fair Housing Law, the SC Equal Enjoyment and Privileges to Public Accommodations Law, and the SC Lactation Support Act.

PREVENTION CORNER

How to prevent discrimination in the workplace

Create an anti-discrimination policy for your workplace. Make sure your employees understand what types of behavior are and are not acceptable. Post these rules in accessible public places like a lunch room and communal workspace.

Welcome to the Prevention Corner!

The SC Human Affairs Commission's Technical Services and Training Division is excited to launch its inaugural edition of the monthly **Prevention Corner**, where you can find information on SC Discrimination Laws and Discrimination Prevention.

In this first issue, we would like to recognize the following SC State Agencies on their affirmative action goal attainment for the period of October 1, 2018 through September 30, 2019 (2020 awards postponed due to the COVID-19 pandemic).

Three agencies achieved 100% of their goal attainment:

- South Carolina State Museum**
- Public Service Commission of South Carolina**
- State Board for Technical and Comprehensive Education**

Two agencies are currently in exempt status (not required to submit progress reports) for consistently employing minorities and women at all levels of their workforce, exhibiting the principles of equal employment opportunity.

- South Carolina Housing, Finance and Development Authority**
- South Carolina Arts Commission**

Many people perceive affirmative action programs to be synonymous with quotas and preference programs for minorities and women. It is important to understand that in South Carolina State Government, **affirmative action programs are used to eliminate preferences, not to create them.** The plans and programs are used as benchmarks or indicators of how successful agencies are in achieving equal employment opportunity. **Affirmative action monitoring is just one way to prevent discrimination. For more information on the Status of Equal Employment Opportunity in SC State government, please visit <https://schac.sc.gov/about-us/divisions-departments/technical-services-and-training-department>.**

The first observance of the Federal legal holiday honoring the birthday of Dr. Martin Luther King, Jr. was established on January 20, 1986.

This holiday serves as time for Americans to reflect on the principles of racial equality and nonviolent social change espoused by Dr. Martin Luther King, Jr.

