

South Carolina Human Affairs Commission

Technical Services and Training Division



Prevention Corner



An ounce of Prevention is Worth a Pound of Cure.

~Benjamin Franklin

April 2025

South Carolina
Human Affairs
Commission
1026 Sumter St.,
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Columbia, SC 29201

(803) 737-7800
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<https://schac.sc.gov/>

The South Carolina Human Affairs Commission was created by the General Assembly in 1972 to encourage fair treatment, eliminate and prevent unlawful discrimination, and foster mutual understanding and respect among all people in this state.

Equal Enjoyment and Privileges to Public Accommodations Act

(Public Accommodations and Equal Rights)

The [Equal Enjoyment and Privileges to Public Accommodations Act](#) was enacted by the State General Assembly in 1990.

This historic legislation provides that all persons shall be entitled to the full and equal enjoyment of the goods, services, facilities, privileges, advantages, and accommodations of any place of public accommodations without discrimination or segregation on the basis of race, color, religion, or national origin.

Examples of the types of establishments covered by the law:

Hotels and motels, or other establishments that offer lodging
Theatres • Museums • Libraries
Restaurants • Cafeterias
Doctor or dentist offices • Hospitals • Pharmacies
Retail or wholesale establishments • Shopping Centers
Recreational facilities and gyms • Golf courses and golf clubs
Ball parks and stadiums • Amusement parks
Gas stations • Convenience stores

Discrimination in Public Places

Public accommodations discrimination occurs when someone is denied access to the facilities or services of a business or other public place, including local and state government.

- Denial of access/Failure to allow entrance
- Denial of service
- Intimidation or harassment
- Setting different terms or conditions for services or facilities

Source: S.C. Human Affairs Commission; <https://www.schac.sc.gov/about-us/who-we-are/history>; S.C. Code Ann. §45-9-10, et seq.

Public Places



U.S. Equal Employment Opportunity Commission

News & Notes



Press Release

January 17, 2025

EEOC Sues Sam's Club for Disability Discrimination

Federal Agency Charges Retailer with Firing Employee after Refusing to Accommodate Her Disabilities

ATLANTA – Sam's East, Inc. and Walmart Inc., which together operate a chain of warehouse club retail stores known as Sam's Club, violated federal law when they refused to reasonably accommodate an employee's disabilities and later fired her because of her disabilities, the U.S. Equal Employment Opportunity Commission (EEOC) charged in a lawsuit filed today.

- According to the EEOC's lawsuit, the longtime Sam's Club employee sought to return to her associate position at its Douglasville, Georgia store in June 2022 following a medical leave of absence after an automobile accident.
- The accident left her with post-concussion syndrome, upper back pain, muscle spasms and chronic lower back pain. The employee sought minor, temporary adjustments to her duties as a reasonable accommodation for her disabilities.
- Shortly after returning to work and successfully performing one shift, the employee was informed by her supervisor that she could not work with restrictions and would instead need to take another leave of absence until she could work without any restrictions.
- As instructed, the employee sought additional leave, providing Sam's Club with a date by which she would be capable of working without restriction. Sam's Club then denied the employee's requested leave and fired her. The store's general manager told her Sam's Club would not accommodate her injuries because they occurred outside of work.

Such alleged conduct violated the Americans with Disabilities Act (ADA), which prohibits disability discrimination.

Source: [Read the entire article at: EEOC Sues Sam's Club for Disability Discrimination | U.S. Equal Employment Opportunity Commission](#)

****Please Note:** This newsletter is not intended to be used as legal advice

**If you feel like you have experienced discrimination,
contact us for help.**

(803) 737-7800 or (800) 521-0725, Relay 711

How can I schedule training?

email: training@schac.sc.gov



South Carolina Human Affairs Commission

<https://schac.sc.gov/>



The mission of the South Carolina Human Affairs Commission is to Prevent and Eliminate Unlawful Discrimination in Employment, Housing, and Public Accommodations.

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 and the SC Lactation Support Act.*), the SC Fair Housing Law, and the SC Equal Enjoyment and Privileges to Public Accommodations Law.