

South Carolina Human Affairs Commission

Technical Services and Training Division



Prevention Corner



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

August 2025

South Carolina
Human Affairs
Commission
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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.



Americans with Disabilities Act

Americans with Disabilities Act: Non-Apparent Disabilities

The Americans with Disabilities Act (ADA) celebrated its 35th anniversary on July 26, 2025. This federal law prohibits discrimination against people with disabilities in many areas in life ensuring access and equal opportunity.

Who is Protected by the ADA?

Title 1 of the ADA states that businesses must provide reasonable accommodations to protect the rights of individuals with disabilities in all aspects of employment. Employment aspects may include the application process, hiring, firing, wages, promotions, benefits, leave, and all other aspects of employment. Under the ADA, leave means taking time off from work when they need to, because of their disability.

Non-Apparent Disabilities

Non-apparent disabilities is a term used to affirm the experiences of individuals whose disabilities may not be visible to others. The ADA protects individuals with non-apparent disabilities, recognizing that major life activities go beyond physical functions. These non-apparent disabilities may include physical, mental, or neurological conditions that cannot be seen from the outside and may challenge a person's movements, senses, or activities, and can also impact that person's ability to learn or work.

What are examples of Non-Apparent Disabilities?

A few examples of non-apparent or invisible disabilities include:

- *Diabetes (Type 1 and 2)
- *Lupus
- *Vision impairments
- *Tourette Syndrome
- *Cancer
- *Parkinson's
- *Learning disabilities
- *And many more!

Source: <https://www.ada.gov/resources/title-ii-primer>; <https://invisibledisabilities.org>
<https://www.govinfo.gov/features/ADA-35th-Anniversary>;
<https://adata.org/factsheet/what-is-ada>

The information below (*myths and facts*) is being shared from a fact sheet created at the Emma Eccles Jones College of Education & Human Services - Institute for Disability Research, Policy, & Practice.

Utah State University

February 2025

Myth:

People with non-apparent disabilities, just need to “try harder.”

Fact:

Conditions like chronic fatigue, mental health condition, PTSD, and neurological conditions such as epilepsy or multiple sclerosis cannot be overcome by will power. They require medication/other appropriate medical interventions, understanding of symptoms, and accommodations.

Myth:

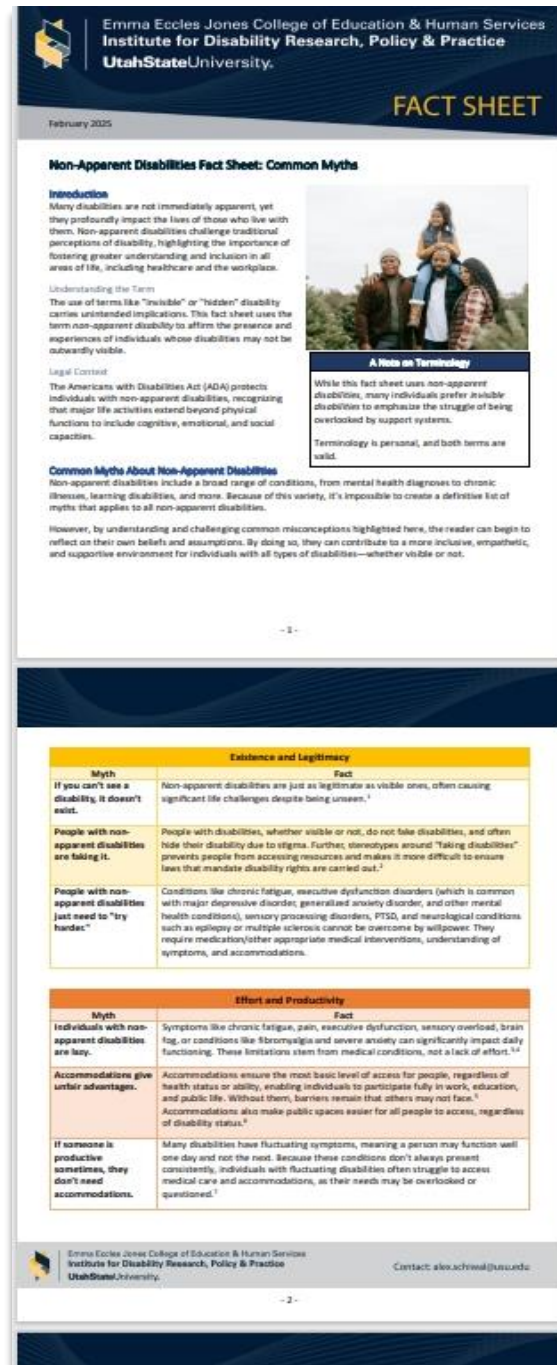
Non-apparent disabilities aren't as serious as visible ones.

Fact:

Both types of disabilities can significantly impact daily life; neither is “more valid” than the other.

Fact sheet can be found at this link:

[Non-Apparent Disabilities Fact Sheet: Common Myths](#)



Source:

https://idrpp.usu.edu/projects/accessibilityhealth/files/Common_Myths_FactSheet_Final.pdf

U.S. Equal Employment Opportunity Commission

News & Notes



Press Release

03-24-2025

Cutting Edge Supply to Pay \$150,000 in EEOC Disability Discrimination and Retaliation Lawsuit

Federal Agency Says Construction Supply Company Denied Reasonable Accommodation to a Diabetic Worker, Fired Him Because of His Disability

PHOENIX – Black Diamond Blade Company, doing business as Cutting Edge Supply, a California-based construction supply company operating in Arizona, will pay \$150,000 to a former welder and furnish other relief to settle a disability discrimination and retaliation lawsuit brought by the U.S. Equal Employment Opportunity Commission (EEOC), the agency announced March 24, 2025.

- According to the lawsuit, Cutting Edge failed to accommodate a welder with diabetes who requested an accommodation to take snack breaks periodically throughout the workday to regulate his blood sugar, and retaliated against him when he complained about the discrimination.
- Eventually, the employee was fired.

Such alleged conduct violates the Americans with Disabilities Act (ADA), which prohibits disability discrimination, including failure to provide reasonable accommodation to qualified individuals.

Read the entire article at: [Cutting Edge Supply to Pay \\$150,000 in EEOC Disability Discrimination and Retaliation Lawsuit | U.S. Equal Employment Opportunity Commission](#)

Source: <https://www.eeoc.gov/newsroom/cutting-edge-supply-pay-150000-eeoc-disability-discrimination-and-retaliation-lawsuit>

**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.