

South Carolina Human Affairs Commission

Technical Services and Training Division



Prevention Corner



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

December 2025

South Carolina
Human Affairs
Commission
1026 Sumter St.,
Suite 101
Columbia, SC 29201
(803) 737-7800
1-800-521-0725

<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.

Workplace Posters (State Required Posters)

Federal and State laws require employers to post specific documents in the workplace designed to place workers on notice of their legal rights and protections as employees. These documents are commonly referred to as “workplace posters.”

These federal and state law posters must appear in a conspicuous place accessible to all employees. It is the employer’s responsibility to make sure the posters are up to date.



Do these posting laws apply to Small Business owners also?

Not always. Please note that posting requirements vary by statute; that is, not all employers are covered by each of the Department's statutes and thus may not be required to post a specific notice.

Example: Some small businesses may not be covered by the Family and Medical Leave Act and thus would not be subject to the Act's posting requirements.

Source:

<https://llr.sc.gov/wage/posters.aspx>; [Workplace Posters | U.S. Department of Labor \(dol.gov\)](https://www.dol.gov); [Workplace Posters | U.S. Department of Labor](https://www.dol.gov)

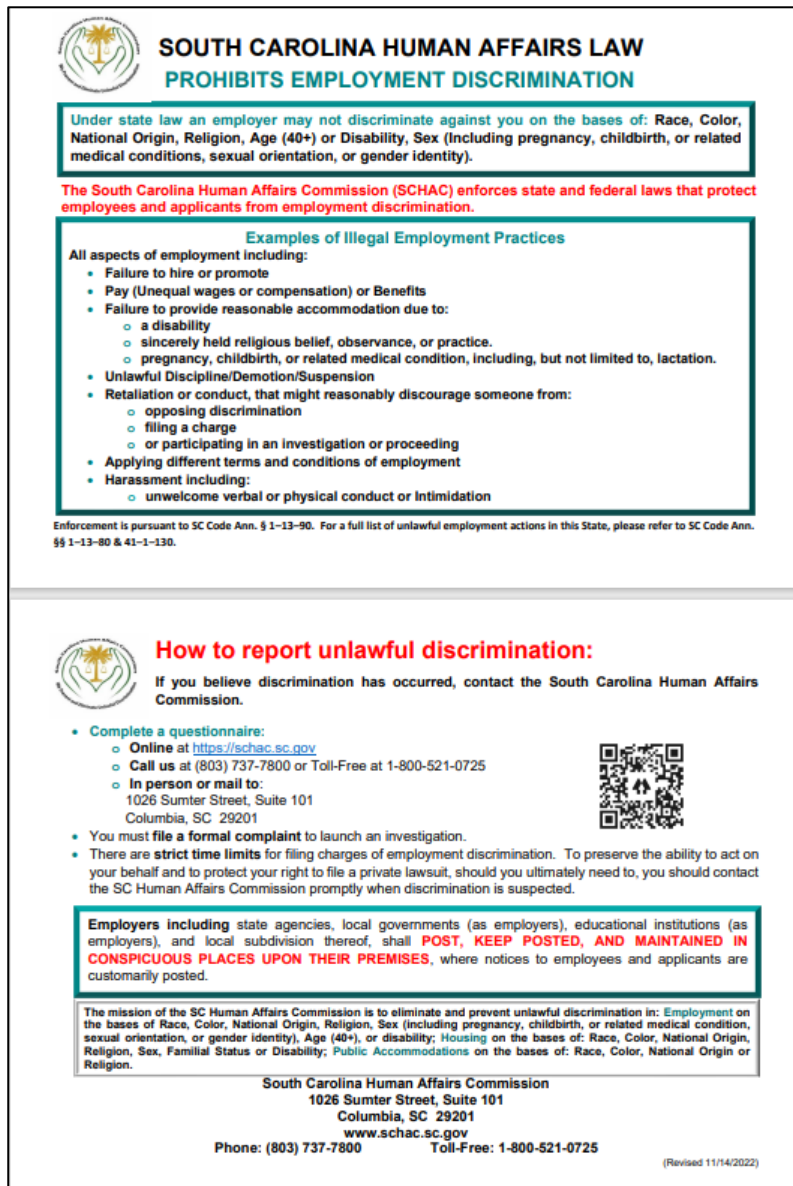



EEO Law Posters

South Carolina Human Affairs Commission

“Equal Employment is the Law”

The South Carolina Human Affairs Law prohibits employment discrimination on the basis of race, color, national origin, religion, age (40 and above), disability, or sex (including pregnancy, childbirth or related medical conditions, sexual orientation, or gender identity). The Equal Employment is the Law poster was revised by the South Carolina Human Affairs Commission in 2022.



 **SOUTH CAROLINA HUMAN AFFAIRS LAW**
PROHIBITS EMPLOYMENT DISCRIMINATION

Under state law an employer may not discriminate against you on the bases of: Race, Color, National Origin, Religion, Age (40+) or Disability, Sex (Including pregnancy, childbirth, or related medical conditions, sexual orientation, or gender identity).


The South Carolina Human Affairs Commission (SCHAC) enforces state and federal laws that protect employees and applicants from employment discrimination.

Examples of Illegal Employment Practices

All aspects of employment including:

- Failure to hire or promote
- Pay (Unequal wages or compensation) or Benefits
- Failure to provide reasonable accommodation due to:
 - a disability
 - sincerely held religious belief, observance, or practice.
 - pregnancy, childbirth, or related medical condition, including, but not limited to, lactation.
- Unlawful Discipline/Demotion/Suspension
- Retaliation or conduct, that might reasonably discourage someone from:
 - opposing discrimination
 - filing a charge
 - or participating in an investigation or proceeding
- Applying different terms and conditions of employment
- Harassment including:
 - unwelcome verbal or physical conduct or intimidation

Enforcement is pursuant to SC Code Ann. § 1-13-90. For a full list of unlawful employment actions in this State, please refer to SC Code Ann. §§ 1-13-80 & 41-1-130.

 **How to report unlawful discrimination:**

If you believe discrimination has occurred, contact the South Carolina Human Affairs Commission.

- Complete a questionnaire:
 - Online at <https://schac.sc.gov>
 - Call us at (803) 737-7800 or Toll-Free at 1-800-521-0725
 - In person or mail to:
1026 Sumter Street, Suite 101
Columbia, SC 29201
- 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 the SC Human Affairs Commission promptly when discrimination is suspected.

Employers including state agencies, local governments (as employers), educational institutions (as employers), and local subdivision thereof, shall **POST, KEEP POSTED, AND MAINTAINED IN CONSPICUOUS PLACES UPON THEIR PREMISES**, where notices to employees and applicants are customarily posted.

The mission of the SC Human Affairs Commission is to eliminate and prevent unlawful discrimination in: Employment on the bases of Race, Color, National Origin, Religion, Sex (including pregnancy, childbirth, or related medical condition, sexual orientation, or gender identity), Age (40+), or disability; Housing on the bases of: Race, Color, National Origin, Religion, Sex, Familial Status or Disability; Public Accommodations on the bases of: Race, Color, National Origin or Religion.

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Phone: (803) 737-7800 Toll-Free: 1-800-521-0725

(Revised 11/14/2022)

Download the
Employment Law poster

Posters & Brochures

<https://schac.sc.gov/about-us/brochures-and-posters>

SC Human Affairs
Commission Website

<https://schac.sc.gov>

Source: <https://schac.sc.gov/about-us/brochures-and-posters>; <https://schac.sc.gov>

State Required Posters

In South Carolina, even businesses with only one (1) employee are required to display certain workplace posters.

- SC Department of Labor, Licensing, and Regulation offers its posters for a free download at: <https://llr.sc.gov/wage/posters.aspx>

LLR Workplace Poster – Includes OSHA and Labor Law Abstract (Payment of Wages and Child Labor).

- US Department of Labor Wage and Hour Division (WHD) enforce statutes and regulations and require posters or notices be posted in the workplace. Posting requirements vary by statute. Download free posters at [Workplace Posters | U.S. Department of Labor](#). Please note that this page only contains information and links to federal WHD poster requirements.

Three other state agencies also require employment postings:

- SC Department of Employment and Workforce
- SC Workers’ Compensation Commission
- SC Human Affairs Commission

Poster Type	Poster Name and Description
Job Safety	<p>LLR Workplace Poster</p> <p><i>“Job Safety & Health: It’s the Law” Poster</i></p> <p>https://www.osha.gov/publications/poster</p> <p>Includes OSHA (Occupational Safety & Health Act)</p>
Labor Law	<p>LLR Workplace Poster</p> <p>https://www.llr.sc.gov/wage/posters.aspx</p> <p>Fair Labor Standards Act (FLSA) Minimum Wage Poster U.S. Department of Labor</p> <p>Includes OSHA</p> <p>(Occupational Safety & Health) and the Labor Law Abstract (Payment of Wages and Child Labor) and the Right-to-Work Poster.</p>
Workers’ Compensation Law	<p>Workers’ Compensation Compliance Poster</p> <p>https://wcc.sc.gov/coverage-division/compliance-poster</p> <p>Informs employees about South Carolina Worker’s Compensation laws.</p>

<p>Discrimination</p>	<p>Equal Employment is the Law <i>(Updated 2022)</i> https://schac.sc.gov/about-us/brochures-and-posters</p> <p>Informs employees about the following: *Workplace discrimination *Accommodations they are entitled to in the workplace</p>
<p>Equal Opportunity</p>	<p>Equal Opportunity https://dew.sc.gov/about-us/equal-opportunity</p> <p>SC Department of Employment and Workforce</p>
<p>Fair Labor Standards Act (FLSA/Minimum Wage) and other Compliance Assistance Materials (workplace posters)</p>	<p>Employee Rights Under the Fair Labor Standards Act Poster Workplace Posters U.S. Department of Labor elaws Advisors</p> <p>Use the elaws FirstStep Poster Advisor to determine which posters you're required to display. https://beta.dol/forms-posters/required-posters</p>
<p>Workplace Discrimination</p>	<p>Know Your Rights: Workplace Discrimination is Illegal Poster https://www.eeoc.gov/poster "Know Your Rights: Workplace Discrimination is Illegal" Poster U.S. Equal Employment Opportunity Commission</p> <p>The "Know Your Rights: Workplace Discrimination is Illegal" poster, prepared by the U.S. Equal Employment Opportunity Commission (EEOC), summarizes these laws and explains how employees or applicants can file a complaint if they believe that they have experienced discrimination.</p>

Workplace Posters: Contact Information

- SC Human Affairs Commission <https://schac.sc.gov>
- SC Department of Labor, Licensing, and Regulations <https://www.llr.sc.gov/wage/posters.aspx>
- SC Department of Employment and Workforce <http://www.dew.sc.gov/>
- SC Workers Compensation Commission <http://www.wcc.sc.gov/>

Source: <https://llr.sc.gov/wage/posters.aspx>

****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 (for TTY users)

How can I schedule training?

email: training@schac.sc.gov



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<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.