

South Carolina Human Affairs Commission

Technical Services and Training Division



Prevention Corner



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

July 2022

South Carolina
Human Affairs Commission
1026 Sumter St., Suite 101
Columbia, SC 29201

(803) 737-7800

1-800-521-0725

www.schac.sc.gov

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.

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Filing a Discrimination Complaint with SC Human Affairs Commission

Discrimination is the practice of unfair treatment towards a person or group of people (*treating them differently from other people*) because of their protected basis (*personal characteristic*) such as race, color sex, or religion. If the basis was a motivating factor in the incident, then the incident is usually a discriminatory practice.



frequently
asked
QUESTIONS

What types of complaints does the SC Human Affairs Commission (SCHAC) investigate?

SCHAC receives, investigates, and resolves individual complaints alleging discrimination of state and federal anti-discrimination laws.

How do I begin the complaint filing process?

The complaint process begins when you complete an intake questionnaire with SCHAC by email, phone, or office visit about a potential discrimination issue.

Who may file a complaint with SCHAC?

Any person who claims to be the victim of employment, housing, or public accommodations discrimination may file a complaint with SCHAC. <https://schac.sc.gov/filing-complaint>

If I file a complaint, can my employer fire me?

It is unlawful for your employer to fire you, or do anything else threatening or harmful to you in retaliation for filing a complaint with the SC Human Affairs Commission. However, you can be terminated for legitimate reasons, despite the fact that you have a complaint filed at the SC Human Affairs Commission.

Source: S.C. Human Affairs Commission; U.S Equal Opportunity Commission

(800) 521-0725, Relay 711

803-737-7800 or <https://www.schac.sc.gov/>

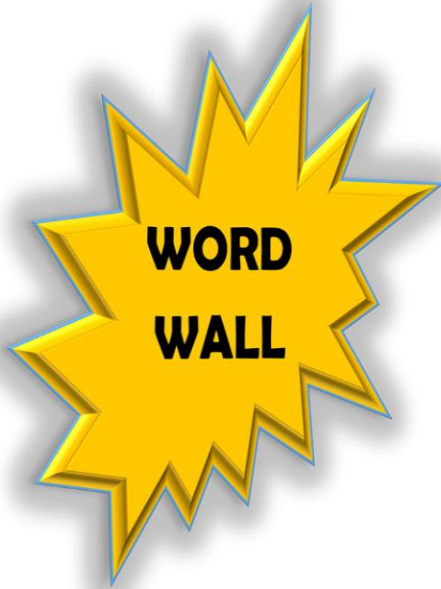
How can I schedule training?

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

email: training@schac.sc.gov

Complaint

1. Expression of grief, pain, or dissatisfaction.
2. Something that is the cause or subject of protest or outcry.
3. A bodily ailment or disease.
4. A formal allegation against a party.



Complainant

1. The party who makes the complaint in a legal action or proceeding.
2. One who complains.

Source: merriam-webster.com

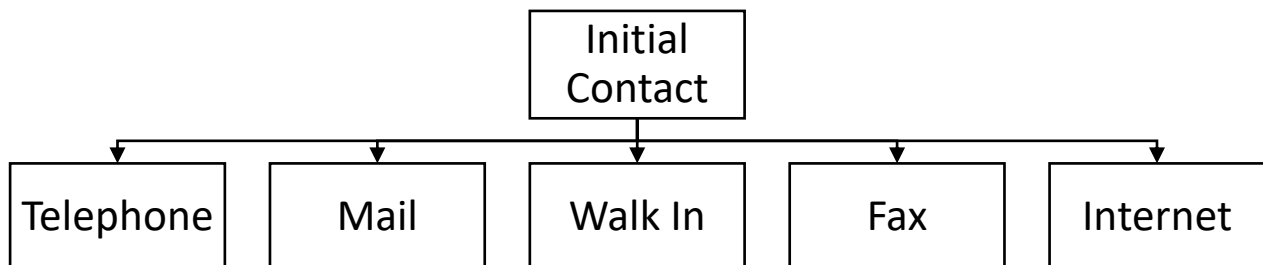
SCHAC AND EEOC TERMINOLOGY

Complaint: A complaint is an allegation of illegal discrimination that is handled through an administrative procedure. A complaint may result when an employee believes he or she has been unfairly treated because of race, color, national origin, religion, age, sex (including pregnancy), and disability. The allegation itself is not proof that illegal discrimination has taken place. The investigation that follows the acceptance of a formal complaint will provide the basis for a determination as to whether or not illegal discrimination has, in fact, occurred. **Once you sign the verified complaint, you are known as the Complainant.**

Complainant: An employee, a former employee, or an applicant for employment who files a formal complaint of discrimination based on his/her race, color, religion, sex, national origin, age (40), physical or mental disability, and/or reprisal.

File a Discrimination Complaint

Intake Form available online at <http://schac.sc.gov/filing-complaint>



Source: U.S Equal Opportunity Commission; SC Human Affairs Commission; Miriam-Webster.com; <https://schac.sc.gov/filing-complaint>



Things About S.C. Human Affairs Commission



We are a **Neutral, Fact-finding** administrative agency.

Case Resolutions: SCHAC addresses discrimination through intake, mediation, investigation, conciliation, and public hearings.



Our services are **Free** of charge.



SC Human Affairs Commission is a **FEPA Agency**.

As a result, each year since 1975, the SC Human Affairs Commission has entered into a written contract with the U.S. EEOC to investigate employment discrimination complaints. (**Fair Employment Practices Agency**)



Intake Division: Accepts Complaints

The Intake Division is a customer's first point of contact at SCHAC and provides customers with guidance and education about unlawful discrimination. Intake assists in the complaint-filing process and provides other sources of referral as needed.



Employment Division: Investigates Employment Complaints.

The Employment Division adheres to the agency's mission, values, and goals by providing neutral investigations to all parties, focusing strictly on the merits of each case.



Fair Housing Division: Investigates Fair Housing Complaints.

SCHAC's Fair Housing Division provides training and workshops on fair housing laws, investigates complaints of housing discrimination, and facilitates resolution of complaints. Where an investigation reveals that discrimination likely occurred, SCHAC will pursue relief for the complainant and the public interest through legal recourse.



Legal Services: Offers Mediation & Presents Cases at Public Hearings.

By statute, SCHAC may file a lawsuit on behalf of your interests when SCHAC has found cause to believe you were discriminated against.



Community Relations Division: *Community Engagement & Public Forums.*

The Community Relations Division promotes the agency’s mission by connecting communities to resources to improve the quality of life for all South Carolinians.

Technical Services & Training: *Equal Employment Opportunity and Education.*

To prevent and eliminate unlawful discrimination, we provide fair employment practice training and assist state agencies with their plans to hire a diverse workforce.



Administration Division: *Agency Operation & Support.*

The administration department assists in coordinating the activities of the office to carry out the agency’s mission. We take pleasure serving our teams and the public.

Source: S.C. Human Affairs Commission



Answers to your questions about SC Pregnancy Discrimination and SC Lactation Support Laws.

What should I know before I file a pregnancy discrimination claim?

If you are facing pregnancy discrimination, here are some things you should know about the law (SC Pregnancy Accommodations Act).

1. **The SC Pregnancy Accommodations Act only covers companies with 15 or more employees.** However, The SC Lactation Support Act applies to all companies within South Carolina, regardless of size. You can find information about these laws on our website. [Legal Division | Human Affairs Commission](#)
2. **If you believe you are being discriminated against, it is important to write everything down.** Keep details of all incidences of discrimination. Also, you should ensure that all communications with your employer are in writing should they be needed as evidence.
3. **The SC Pregnancy Accommodations Act of 2018 was passed to protect employees from sex discrimination to include on the basis of pregnancy, including but not limited to, lactation.** This law requires employers with 15 or more employees to provide reasonable accommodations to employees and applicants for medical needs arising from pregnancy, childbirth or related medical condition. Check out the **Frequently Asked Questions** on our website. [FAQs PAA LSA links.pdf \(sc.gov\)](#)



Source: U.S Equal Opportunity Commission; SC Human Affairs Commission

Department of Justice – Office of Public Affairs

News & Notes

Press Release

Tuesday, June 21, 2022

Justice Department Secures Groundbreaking Settlement Agreement with Meta Platforms, *Formerly Known as Facebook*, to Resolve Allegations of Discriminatory Advertising

[Lawsuit is the Department’s First Case Challenging Algorithmic Discrimination Under the Fair Housing Act; Meta Agrees to Change its Ad Delivery System](#)

The Department of Justice announced today that it has obtained a settlement agreement resolving allegations that Meta Platforms Inc., formerly known as Facebook Inc., has engaged in discriminatory advertising in violation of the Fair Housing Act (FHA). The proposed agreement resolves a lawsuit filed today in the U.S. District Court for the Southern District of New York alleging that Meta’s housing advertising system discriminates against Facebook users based on their race, color, religion, sex, disability, familial status and national origin. The settlement will not take effect until approved by the court.

Among other things, the complaint alleges that Meta uses algorithms in determining which Facebook users receive housing ads, and that those algorithms rely, in part, on characteristics protected under the FHA. This is the department’s first case challenging algorithmic bias under the Fair Housing Act.

Under the settlement, Meta will stop using an advertising tool for housing ads (known as the “Special Ad Audience” tool) that, according to the department’s complaint, relies on a discriminatory algorithm. Meta also will develop a new system to address racial and other disparities caused by its use of personalization algorithms in its ad delivery system for housing ads. That system will be subject to Department of Justice approval and court oversight.

This settlement marks the first time that Meta will be subject to court oversight for its ad targeting and delivery system.

The complaint alleges that Meta has used three aspects of its advertising system to target and deliver housing-related ads to some Facebook users while excluding other users based on FHA-protected characteristics.

The department’s lawsuit alleges both disparate treatment and disparate impact discrimination. The complaint alleges that Meta is liable for disparate treatment because it intentionally classifies users on the basis of FHA-protected characteristics and designs algorithms that rely on users’ FHA-protected characteristics. The department further alleges that Meta is liable for disparate impact discrimination because the operation of its algorithms affects Facebook users differently on the basis of their membership in protected classes.

Read the entire article at [Justice Department Secures Groundbreaking Settlement Agreement with Meta Platforms, Formerly Known as Facebook, to Resolve Allegations of Discriminatory Advertising | OPA | Department of Justice](#)

Source: U.S Department of Justice; [Justice Department Secures Groundbreaking Settlement Agreement with Meta Platforms, Formerly Known as Facebook, to Resolve Allegations of Discriminatory Advertising | OPA | Department of Justice](#)

PREVENTION CORNER

Prevent Discrimination

1. Set good examples in your behavior, words, and attitudes towards others.
2. Don't make a judgement about someone else based on limited information. (*Don't judge a book by its cover*).
3. Learn to appreciate diversity.
4. Speak up against discrimination.
5. Educate yourself about what discrimination is and how it harms individuals, groups, and society.
6. Treat everyone with dignity and respect and challenge stereotypes.

Is Discrimination A Learned Behavior?

Albert Bandura's social learning theory "*states that behavior is learned from the environment through the process of observational learning*" (Bandura, 1977). Therefore, the same way a person can learn aggression from observation, they can also learn unfair or prejudicial treatment of people and groups based on certain personal characteristics such a race, national origin, or disability.

REMINDER:

All People are created equal and deserve to be treated with dignity and respect.

Source: S.C. Human Affairs Commission; Bandura, A. (1977). Social Learning Theory. Englewood Cliffs, NJ: Prentice Hall.

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

**South Carolina Human Affairs Commission
(800) 521-0725, Relay 711 or 803-737-7800**

<https://www.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.**

WE ARE HIRING!

**EEO Investigator,
Housing Investigator,
Technical Services and Training**

Program Coordinator I positions

Pay Band 5: \$34,331 - \$42,000

Applications accepted until 7/11/2022



**APPLY
NOW!**

go to: **CAREERS.SC.GOV**

search by: **State Human Affairs Commission**

<https://www.governmentjobs.com/careers/sc/jobs/3599221/program-coordinator-i-61051701>

<https://www.governmentjobs.com/careers/sc/jobs/3599070/program-coordinator-i-61061301>

<https://www.governmentjobs.com/careers/sc/jobs/3599463/program-coordinator-i-61061305>