

# 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 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.**



### Age Discrimination in the Workplace

According to the U.S. EEOC, the Age Discrimination in Employment Act (ADEA) of 1967 prohibits age discrimination against people who are age 40 or older. Age discrimination involves treating an applicant or employee less favorably because of his or her age.

ADEA prohibits discrimination in any aspect of employment, including:

- Hiring and firing
- Pay and benefits
- Job assignments
- Promotions
- Training and any other term or condition of employment



### Is it unlawful to harass an employee because of age?

It is unlawful to harass a person because of his or her age. Harassment is illegal when it is so frequent or severe that it creates a hostile or offensive work environment or when it results in an adverse employment decision (such as the victim being fired or demoted).

### What are examples of prohibited actions under ADEA?

- Questions about age or birthdate before hiring
- Forcing retirement at a specific age
- Denying promotions based on age rather than qualifications
- Limiting career growth based on assumptions of retirement plans
- Age-based slurs, jokes, or comments

Source: <https://www.eeoc.gov/age-discrimination>

# U.S. Equal Employment Opportunity Commission

## News & Notes



### Press Release

2-1-2024

## **J&M Industries to Pay \$105,000 to Settle EEOC Age Discrimination Lawsuit**

*Manufacturing and Distribution Company Settles Federal Lawsuit Alleging It Fired Employee Because of Age*

**NEW ORLEANS** – J&M Industries, Inc., a manufacturing and distribution company based in Ponchatoula, Louisiana, has agreed to pay a former employee \$105,000 to settle an age discrimination lawsuit filed by the U.S. Equal Employment Opportunity Commission (EEOC), the federal agency announced today.

- According to the EEOC's lawsuit, J&M Industries violated federal law when it fired an employee because of her age after she refused to retire when she turned 65 years old.
- A company manager asked the employee repeatedly about retirement as she approached her 65th birthday.
- After telling the company she had no plans to retire, the company informed the employee her position of purchasing agent was being eliminated due to economic uncertainty.
- Less than a month after firing the employee, the company hired a man in his thirties as a new purchasing agent, the same position the company claimed to have eliminated.

Such alleged conduct violates the Age Discrimination in Employment Act (ADEA), which prohibits discrimination against individuals 40 or older because of age.

**Source:** [Read the entire article at: J&M Industries to Pay \\$105,000 to Settle EEOC Age Discrimination Lawsuit | U.S. Equal Employment Opportunity Commission](#)

# Civil Rights Act of 1964

**Johnson Signs Civil Rights Bill Into Law in Ceremony at White House**  
JOHN H. AVERILL  
Los Angeles Times (1923-Current File); Jul 3, 1964;  
ProQuest Historical Newspapers Los Angeles Times (1881 - 1987)  
pg. 1

## Civil Rights Bill Becomes Law

### Johnson Signs Civil Rights Bill Into Law in Ceremony at White House

BY JOHN H. AVERILL  
Times Staff Writer

WASHINGTON — President Johnson signed the civil rights bill into law Thursday night with a plea to all Americans to "close the springs of racial poison."

The signing of the bill came 4½ hours after the House, by a vote of 289 to

**Text of President's statement, Page 7, Part 1.**  
126, gave it final congressional approval.

"This is a proud triumph," the Chief Executive said as he prepared to sign the most sweeping civil rights bill since Reconstruction days at a historic ceremony in the White House.

Thus did Mr. Johnson write an end to a year-long struggle that generated the Senate's longest filibuster on record and the first successful Senate vote to silence a civil rights filibuster.

The Senate passed the bill June 19, exactly one year to the day after the late President Kennedy asked Con-

gress to enact it. Then on Thursday afternoon, the House, which first passed the bill Feb. 10, accepted the bipartisan compromise which the Senate substituted for the House bill.

In signing the bill in the East Room of the White House, the President pledged himself to enforce the new law and announced immediate steps to assure compliance.

To the applause of some 200 administration, congressional, Negro and other leaders who witnessed the signing, the President said he is nominating former Gov. LeRoy Collins of Florida to head up efforts for voluntary compliance.

Collins, now president of the National Assn. of

Broadcasters, was named director of the Community Relations Service created by the new law to help states and communities solve discrimination problems.

Mr. Johnson also said he will appoint "an advisory committee of distinguished Americans to assist Gov. Collins" and that he is asking Congress for additional funds to implement the new law.

The President sat at a small table as he read his nationally televised 10-minute statement.

His words were conciliatory, aimed at calming the passions of a South embittered and angered by the rising tide of Negro demand for erasing racial barriers and by the long congressional struggle over the civil rights bill.

The law is the most comprehensive anti-discrimination measure enacted by Congress in almost a century.

Among other things, the 11-part statute arms the federal government with extensive powers to enforce the law.

Please Turn to Pg. 3, Col. 1

This act, signed into law by President Lyndon Johnson on July 2, 1964, prohibited discrimination in public places, provided for the integration of schools and other public facilities, and made employment discrimination illegal.

Title VII of the act created the Equal Employment Opportunity Commission (EEOC) to implement the law. The EEOC enforces laws that prohibit discrimination based on race, color, religion, sex, national origin, disability, or age in hiring, promoting, firing, setting wages, testing, training, apprenticeship, and all other terms and conditions of employment.

**Source:** [Civil Rights Act \(1964\) | National Archives](#)

**Citation:** Civil Rights Act of 1964; 7/2/1964; Enrolled Acts and Resolutions of Congress, 1789 - 2011; General Records of the United States Government, Record Group 11; National Archives Building, Washington, DC.

**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](mailto: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.**