

South Carolina Human Affairs Commission

Technical Services and Training Division



Prevention Corner



An ounce of Prevention is Worth a Pound of Cure.

~ Benjamin Franklin

June 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.



Mediation / Alternative Dispute Resolution (ADR)

If there is a charge of employment discrimination at the SC Human Affairs Commission, there may be a chance that the dispute may be settled through mediation set up by the Human Affairs Commission.



What is Mediation?

The Mediation/ADR effort is a voluntary process designed to facilitate case closure by bringing the parties in dispute together and reaching a mutually acceptable solution. An impartial mediator who is trained to help people discuss their differences facilitates negotiations between the two parties.

Why Should I Choose Mediation?

One of the greatest benefits of mediation is that it allows people to [resolve the charge](#) in a friendly way and in ways that meet their own unique needs. It precludes the investigation process and usually results in both Respondent and Complainant coming away with a "win-win" solution to the problem.

A charge can be resolved faster through mediation. While it takes less than 3 months on average to resolve a charge through mediation, it can take 6 months or longer for a charge to be investigated.

Mediation is:

- Free, voluntary and confidential
- Fair and neutral
- Saves time and money
- Improves communication

Source: <https://schac.sc.gov/mediationadr>; <https://www.eeoc.gov/laws/guidance/get-facts-series-mediation>

U.S. Equal Employment Opportunity Commission

News & Notes



Press Release

5-20-2025

Corner Bar to Pay \$42,000 in EEOC Pregnancy Discrimination Lawsuit

Federal Agency Alleged That Bartender Was Fired After Informing Management That She Was Pregnant

AUSTIN, Texas – Corner Bar, which operates on South Lamar Boulevard in Austin, Texas, will pay \$42,000 and provide other equitable relief to settle a pregnancy discrimination lawsuit filed by the U.S. Equal Employment Opportunity Commission (EEOC), the federal agency announced today.

The lawsuit named three limited liability companies that operate Corner Bar and other Austin-area hospitality businesses.

- The EEOC's lawsuit alleged that soon after the bartender became visibly pregnant, Corner Bar reduced her work hours.
- EEOC alleged that when the employee was later hospitalized for a virus, her manager called her and terminated her employment.
- According to the complaint, Corner Bar subsequently removed the bartender from the schedule and filled her shifts with other employees.

Such alleged conduct violated Title VII of the Civil Right Act of 1964, as amended by the Pregnancy Discrimination Act, which prohibits discrimination based on pregnancy, childbirth, or a related medical condition.

Source: [Read the entire article at: Corner Bar to Pay \\$42,000 in EEOC Pregnancy Discrimination Lawsuit | 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.