



South Carolina Human Affairs Commission

Technical Services and Training Division



Prevention Corner



An ounce of Prevention is Worth a Pound of Cure.

~ Benjamin Franklin

May 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.



Mental Health Conditions in the Workplace

Your Legal Rights

According to the U.S. Equal Employment Opportunity Commission (EEOC), if you have depression, post-traumatic stress disorder (PTSD), or another mental health condition, you are protected against **discrimination** and **harassment** at work because of your condition, you have workplace **privacy** rights, and you may have a legal right to get **reasonable accommodations** that can help you perform and keep your job.



Is my employer allowed to fire me because I have a mental health condition?

No. It is illegal for an employer to discriminate against you because you have a mental health condition. This includes firing you, rejecting you for a job or promotion, or forcing you to take leave.

What if my mental health condition could affect my job performance?

You may have a legal right to a reasonable accommodation that would help you do your job. A reasonable accommodation is some type of change in the way things are normally done at work.

Examples of possible accommodations:

- Altered break and work schedules (e.g., scheduling work around therapy appointments).
- Changes in supervisory methods (e.g., written instructions from a supervisor who usually does not provide them).

Source: [Depression, PTSD, & Other Mental Health Conditions in the Workplace: Your Legal Rights | U.S. Equal Employment Opportunity Commission \(eoc.gov\)](#)

U.S. Equal Employment Opportunity Commission

News & Notes



Press Release

12-28-2023

Omaha Hospitality Group to Pay \$100,000 to Resolve EEOC Disability Discrimination Lawsuit

Settles Federal Charges Hotel Owners Fired General Manager After He Checked Himself into Hospital for Treatment of Depression

ST. LOUIS – The owners and operators of a hotel in Omaha, Nebraska, have agreed to pay \$100,000 to a former general manager and furnish other relief to settle a disability discrimination lawsuit filed by the U.S. Equal Employment Opportunity Commission (EEOC), the federal agency announced.

- According to the suit, the general manager worked at the Holiday Inn Express & Suites – Omaha Downtown, which is owned and operated by Anant Enterprises, L.L.C.; Anant Operations, Inc.; and Farnam Lodging, L.L.C. (collectively Anant).
- In the fall of 2019, the general manager advised his direct supervisor, Anant's V.P. of Operations, that he was going to be away from work because he was going to the hospital for treatment for depression.
- Two days later, on the same day the general manager was discharged from the hospital, his supervisor told him he was fired because the company was afraid he might hurt other people.

The EEOC alleged Anant failed to conduct an individualized assessment of the general manager's ability to perform the essential functions of his job with or without reasonable accommodation at the time of his discharge, and instead fired him based on fears and stereotypes regarding his disability, depression.

Such alleged conduct violated the Americans with Disabilities Act (ADA), which prohibits disability discrimination.

Source: Read the entire article at: [Omaha Hospitality Group to Pay \\$100,000 to Resolve EEOC Disability 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.