

South Carolina Human Affairs Commission

Technical Services and Training Division



Prevention Corner



An ounce of Prevention is Worth a Pound of Cure.

~ Benjamin Franklin

October 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.



Understanding & Preventing Workplace Harassment

According to the U.S. Equal Employment Opportunity Commission, harassment is a form of employment discrimination that violates Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, and the Americans with Disabilities Act.

Under the South Carolina Human Affairs Law, it is illegal to harass someone (applicant or employee) based on protected characteristics.

These laws prohibit sexual and non-sexual harassment and ensure that all employees are protected from any unwelcome and unwanted verbal or physical conduct, or offensive behavior (bullying) that creates a hostile work environment for a reasonable person.

These behaviors can come from anyone in the workplace:

- Co-workers or non-employees (independent contractors)
- Supervisors/Managers
- Customers/Clients
- Third party (vendors)



Are employers in South Carolina required to have anti-discrimination policies in place?

Yes. The South Carolina Human Affairs Law prohibits employment discrimination based on race, color, national origin, sex (including pregnancy, childbirth or related medical condition, gender identity, or sexual orientation), age (40 and over) and disability.

Source: <https://schac.sc.gov/employment-discrimination/prohibited-practices-discrimination-types/sexual-harassment>; [Fact Sheet: Sexual Harassment Discrimination](#) | U.S. Equal Employment Opportunity Commission; [Small Business Fact Sheet: Harassment in the Workplace](#) | U.S. Equal Employment Opportunity Commission

Three Factors that Determine Unlawful Workplace Harassment

1. Unwelcome and Unwanted Conduct

The complainant (employee) did not solicit or invite the conduct or behavior, and it is not welcomed.

2. Based on Protected Characteristics

The conduct must be based on (because of) a protected characteristic, which are protected under state and federal laws.

Protected Characteristics:

- Age (40 and above)
- Race
- Color
- Religion
- National Origin
- Sex (including pregnancy, childbirth or related medical condition, gender identity, or sexual orientation)
- Disability

3. Creates a Hostile Work Environment

A *hostile work environment* is created when the harassing conduct unreasonably interferes with an employee's work performance and is so severe or pervasive (frequent) that it creates a hostile, abusive or intimidating work environment for a reasonable person.

Employers can prevent workplace harassment by doing the following:

- Create a clear and easy to understand anti-harassment policy.
- Establish a procedure that employees can use to report harassment.
- Provide training to all employees, including supervisors and managers, about the anti-harassment policy and the complaint/reporting process.



Source: [Promising Practices for Preventing Harassment | U.S. Equal Employment Opportunity Commission](#); [Harassment | U.S. Department of Labor](#)

U.S. Equal Employment Opportunity Commission

News & Notes



Press Release

09-29-2025

EEOC Sues FedEx for Sexual Harassment and Sex Discrimination

Federal lawsuit says company failed to address supervisor's behavior

NEW ORLEANS – Federal Express Corporation (FedEx) violated federal law by subjecting a female administrator at the company's St. Rose, Louisiana location to sexual harassment and firing her when she refused to continue to work with her harasser, the U.S. Equal Employment Opportunity Commission (EEOC) charged in a lawsuit announced today.

- According to the EEOC's suit, the administrator's direct supervisor subjected her to sexual harassment for years, which the administrator reported to the company.
- The harassment ceased for a period and then resumed, culminating in forced sexual touching in September 2022, which was reported to law enforcement.
- The EEOC charged that FedEx refused to permanently separate the supervisor from the administrator and eventually fired the administrator for refusing to return to work with him.

Such alleged conduct violates Title VII of the Civil Rights Act of 1964, which prohibits sexual harassment and discrimination and sex-based discrimination in the workplace.

Read the entire article at: [EEOC Sues FedEx for Sexual Harassment and Sex Discrimination | U.S. Equal Employment Opportunity Commission](#)

Source: <https://www.eeoc.gov/newsroom/eeoc-sues-fedex-sexual-harassment-and-sex-discrimination>

**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.