

South Carolina Human Affairs Commission

Technical Services and Training Division



Prevention Corner



An ounce of Prevention is Worth a Pound of Cure.

~ Benjamin Franklin

September 2025

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

(803) 737-7800
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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.



Workplace Discrimination: Protected Characteristics

Under the South Carolina Human Affairs Law, it is illegal to discriminate against someone (applicant or employee) because of that person's race, color, religion, national origin, age (40 or older), sex (including pregnancy, childbirth or related medical condition, gender identity, or sexual orientation), or disability.



What is workplace discrimination?

Workplace discrimination occurs when an employer treats an applicant or employee unfavorably based on (because of) protected characteristics.

Protected Characteristics:

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

It is illegal to discriminate in any aspect of employment including:

- *Hiring and Firing
- *Promotion & Job assignments
- *Pay and Benefits
- *Recruitment
- *Other terms and conditions of employment

Source: <https://www.eeoc.gov/fact-sheet/federal-laws-prohibiting-job-discrimination-questions-and-answers>; <https://schac.sc.gov/employment-discrimination/prohibited-practices-discrimination-types>

U.S. Equal Employment Opportunity Commission

News & Notes



Press Release

08-28-2025

Landmark Dodge to Pay \$275,000 in EEOC Sex Discrimination and Retaliation Lawsuit

Federal agency settles federal suit charging Missouri car dealerships for hiring based on sex and retaliating against HR employees

KANSAS CITY, Mo. – Landmark Dodge, Inc., and Landmark South, Inc. (Landmark Dodge), the owners of automobile dealerships in Independence, Missouri and formerly in Belton, Missouri, will pay \$275,000 and furnish other relief to settle a U.S. Equal Employment Opportunity Commission (EEOC) lawsuit.

- The EEOC's suit alleged Landmark Dodge had a policy of refusing to hire women for sales jobs and men for office jobs, and that the company retaliated against two human resources employees who opposed the practice.
- According to the suit, Landmark Dodge's owner told two new human resources employees that he believed women don't make good salespeople and men don't work well in the office.
- The two HR employees quickly discovered the company's hiring managers were in fact refusing to hire women for sales positions and men for certain office positions.

The company's alleged conduct violated Title VII of the Civil Rights Act of 1964, which prohibits workplace discrimination based on sex, including the use of sex-based preferences in hiring decisions, as well as retaliation for opposing sex discrimination.

Read the entire article at: [Landmark Dodge to Pay \\$275,000 in EEOC Sex Discrimination and Retaliation Lawsuit | U.S. Equal Employment Opportunity Commission](#)

Source: <https://www.eeoc.gov/newsroom/landmark-dodge-pay-275000-eeoc-sex-discrimination-and-retaliation-lawsuit>

**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.