

South Carolina Human Affairs Commission

Technical Services and Training Division



Prevention Corner



An ounce of Prevention is Worth a Pound of Cure.

~Benjamin Franklin

December 2022

South Carolina
Human Affairs Commission
1026 Sumter St., Suite 101
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www.schac.sc.gov

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), the SC Fair Housing Law, the SC Equal Employment and Privileges to Public Accommodations Law and the SC Lactation Support Act.

TABLE OF CONTENTS

Equal Employment Opportunity	1
EEO In the Workplace	2
New EEOC Poster	3
Ask SCHAC	4
Prevention Corner	5

Equal Employment Opportunity

Equal Employment Opportunity (EEO) laws prohibits discrimination against applicants for employment or employees because of protected bases (characteristics).

The S.C. Human Affairs Commission enforces laws that prohibit discrimination and harassment in the workplace.

The U.S. Equal Employment Opportunity Commission is the federal agency that promotes equal employment opportunity through administrative and judicial enforcement of the federal civil rights laws.



Are managers and supervisors required to report EEO issues?

Report Discrimination

You have a duty to bring any unfair treatment or harassment to your employer's attention. As a manager or supervisor, you must act immediately to correct the situation.

I am not a woman, a minority, or an individual with a disability, do I need EEO?

EEO was Established for Everyone.

Everyone has a right to a workplace free from discrimination and harassment based on race, color, national origin, religion, age (40+), disability, or sex (including pregnancy, childbirth, or related medical condition, gender identity, or sexual orientation). These are protected groups or classes. Contact your HR dept or EEO Manager to discuss your workplace policies and procedures.

Source: U.S. EEOC; S.C. Human Affairs Commission

(800) 521-0725, Relay 711

803-737-7800 or <https://www.schac.sc.gov/>

How can I schedule training?

(803) 737-7800 or (800) 521-0725, Relay 711

email: training@schac.sc.gov

What is Equal Employment Opportunity in the Workplace?

Equal Employment Opportunity is fair and equal treatment in employment.



The laws apply to all work decisions and all terms, conditions, and privileges of employment including:

- Recruitment and Hiring
- Termination and Layoff
- Promotion
- Training
- Wages/Pay/Overtime
- Performance Evaluations
- Job Classification

EEO laws are designed to protect the rights of ALL individuals.

- ✚ EEO laws ensure that all employees are able to compete fairly for positions for which they are qualified.
- ✚ Ensures employees receive fair performance-based evaluations.
- ✚ These laws also protect employees from unlawful harassment (sexual and non-sexual), hostile work environment, and retaliation.

Examples:

When a manager has the chance to promote a staff member or offer training opportunities, they must ensure that it is done fairly.

- Not offering a promotion opportunity to someone because they are older, is discrimination.
- Not offering training to a top performing employee because she is pregnant, is discrimination.

****Please Note: This newsletter is not intended to be used as legal advice**

U. S. Equal Employment Opportunity Commission News & Notes

Press Release 10-19-2022

New EEOC Poster

EEOC Releases Updated "Know Your Rights" Poster

Covered Employers Required by Law to Display Poster at Work Site

WASHINGTON – Today, the U.S. Equal Employment Opportunity Commission (EEOC) released the [‘Know Your Rights’ poster](#), which updates and replaces the previous “EEO is the Law” poster. Covered employers are required by federal law to prominently display the poster at their work sites. The EEOC’s web page for the poster provides information about where to post it. The poster also includes a QR code for applicants or employees to [link directly](#) to instructions for how to file a charge of workplace discrimination with the EEOC.

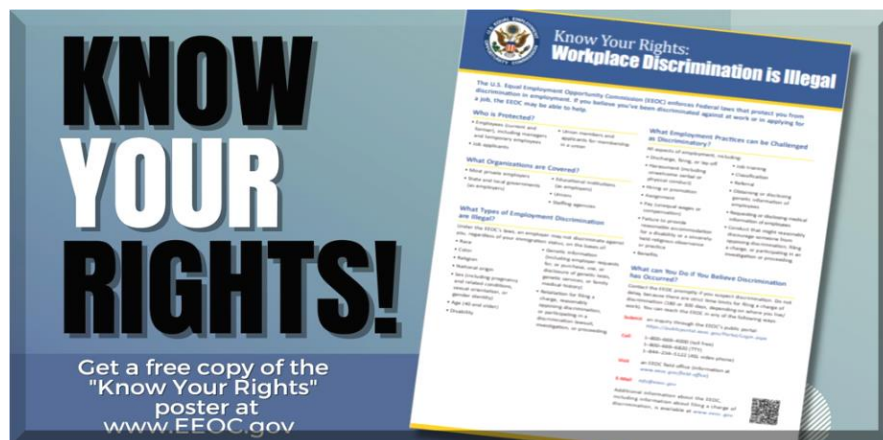
A number of the laws that the EEOC enforces require covered employers to post a notice describing the Federal laws prohibiting job discrimination. The poster summarizes these laws and explains that employees or applicants can file a charge if they believe that they have experienced discrimination.

The poster is available in English and Spanish and will be available in additional languages at a later date.

Read the entire article at [EEOC Releases Updated "Know Your Rights" Poster | U.S. Equal Employment Opportunity Commission](#)

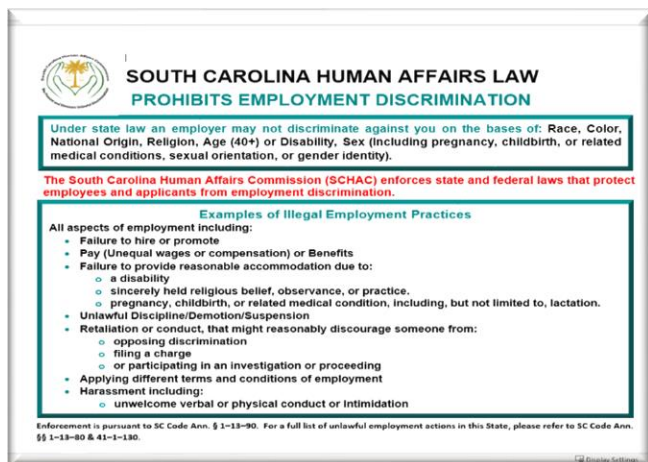
Five things to know about the new “Know Your Rights” poster.

1. The language and formatting are straightforward and easy to read.
2. It identifies harassment as a prohibited form of discrimination.
3. It clarifies that discrimination based on pregnancy, sexual orientation, or gender identity is sex discrimination.
4. Equal pay discrimination information is provided for federal contractors.
5. A QR code links you directly to charge filing information.



<https://www.eeoc.gov/poster>

New SC Human Affairs Commission EEO Poster



Answers to your questions about Pregnancy Discrimination and Lactation Support Laws.

Pregnancy Discrimination #FAQ

Can my employer make me take leave because I am pregnant?

Employers must allow pregnant employees to work as long as they are able to perform their jobs. If you are having trouble doing your job because of pregnancy, you may be able to get an accommodation that allows you to do your job safely.

www.EEOC.gov/Pregnancy-Discrimination



If you're having difficulty doing your job because of pregnancy or a medical condition related to your pregnancy, you may be able to get an accommodation from your employer that will allow you to do your regular job safely.

Examples of an accommodation can include an altered break and work schedule (e.g., breaks to rest or use the restroom), permission to sit or stand, ergonomic office furniture, shift changes, elimination of marginal job functions, and permission to work from home.

Source: www.EEOC.gov/pregnancy-discrimination

PREVENTION CORNER

Benefits of EEO Laws

- 1. Lowers the occurrence of discrimination and harassment in the workplace.**
- 2. Improved Recruitment- provides a large pool of talents:** Using multiple methods of recruiting new employees give employers the opportunity to search for the best talent available.
- 3. Positive work culture and improved employee engagement.**
- 4. Stronger reputation that establishes trust among employees and clients.**
- 5. Promotes workplace diversity and creates a safe workplace.**

Source: SC Human Affairs Commission

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**If you feel like you have experienced discrimination,
contact us for help.**

**South Carolina Human Affairs Commission
(800) 521-0725, Relay 711 or 803-737-7800**

<https://www.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.**