



SOUTH CAROLINA HUMAN AFFAIRS COMMISSION

TECHNICAL SERVICES & TRAINING DIVISION

DECEMBER 2024

PREVENTION CORNER

Workplace Posters

(Labor Law Posters)

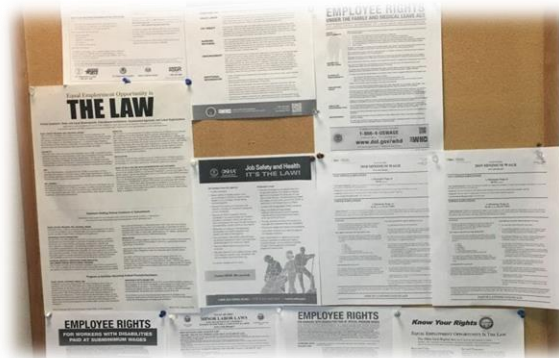
Federal and State laws require employers to post specific documents in the workplace designed to place workers on notice of their legal rights and protections as employees. These documents are commonly referred to as “workplace posters.”

In South Carolina, even businesses with only one (1) employee are required to display certain workplace posters.

These federal and state law posters must appear in a conspicuous place accessible to all employees. It is the employer’s responsibility to make sure the posters are up to date.

WHAT WORKPLACE POSTERS ARE REQUIRED FOR MY BUSINESS IN SOUTH CAROLINA?

According to the SC Department of Labor, Licensing, and Regulation, employers in South Carolina are required to post employment notices from the South Carolina Department of Labor, Licensing and Regulation in a place or places where employees can see them.



SC Department of Labor, Licensing, and Regulation offers its posters for a free download at:
<https://llr.sc.gov/wage/posters.aspx>

LLR Workplace Poster – Includes OSHA and Labor Law Abstract (Payment of Wages and Child Labor).


Source: <https://llr.sc.gov/wage/posters.aspx>

EEO Law Posters

South Carolina Human Affairs Commission

“Equal Employment is the Law”

The South Carolina Human Affairs Law prohibits employment discrimination on the basis of race, color, national origin, religion, age (40 and above), disability, or sex (including pregnancy, childbirth or related medical conditions, sexual orientation, or gender identity). The Equal Employment is the Law poster was revised by the South Carolina Human Affairs Commission in 2022.



SOUTH CAROLINA HUMAN AFFAIRS LAW PROHIBITS EMPLOYMENT DISCRIMINATION

Under state law an employer may not discriminate against you on the bases of: Race, Color, National Origin, Religion, Age (40+) or Disability, Sex (Including pregnancy, childbirth, or related medical conditions, sexual orientation, or gender identity).


The South Carolina Human Affairs Commission (SCHAC) enforces state and federal laws that protect employees and applicants from employment discrimination.

Examples of Illegal Employment Practices

All aspects of employment including:

- Failure to hire or promote
- Pay (Unequal wages or compensation) or Benefits
- Failure to provide reasonable accommodation due to:
 - a disability
 - sincerely held religious belief, observance, or practice.
 - pregnancy, childbirth, or related medical condition, including, but not limited to, lactation.
- Unlawful Discipline/Demotion/Suspension
- Retaliation or conduct, that might reasonably discourage someone from:
 - opposing discrimination
 - filing a charge
 - or participating in an investigation or proceeding
- Applying different terms and conditions of employment
- Harassment including:
 - unwelcome verbal or physical conduct or intimidation


Enforcement is pursuant to SC Code Ann. § 1-13-90. For a full list of unlawful employment actions in this State, please refer to SC Code Ann. §§ 1-13-80 & 41-1-130.



How to report unlawful discrimination:

If you believe discrimination has occurred, contact the South Carolina Human Affairs Commission.

- Complete a questionnaire:
 - Online at <https://schac.sc.gov>
 - Call us at (803) 737-7800 or Toll-Free at 1-800-521-0725
 - In person or mail to:
1026 Sumter Street, Suite 101
Columbia, SC 29201
- You must file a formal complaint to launch an investigation.
- There are strict time limits for filing charges of employment discrimination. To preserve the ability to act on your behalf and to protect your right to file a private lawsuit, should you ultimately need to, you should contact the SC Human Affairs Commission promptly when discrimination is suspected.



Employers including state agencies, local governments (as employers), educational institutions (as employers), and local subdivision thereof, shall **POST, KEEP POSTED, AND MAINTAINED IN CONSPICUOUS PLACES UPON THEIR PREMISES**, where notices to employees and applicants are customarily posted.

The mission of the SC Human Affairs Commission is to eliminate and prevent unlawful discrimination in: Employment on the bases of Race, Color, National Origin, Religion, Sex (including pregnancy, childbirth, or related medical condition, sexual orientation, or gender identity), Age (40+), or disability; Housing on the bases of: Race, Color, National Origin, Religion, Sex, Familial Status or Disability; Public Accommodations on the bases of: Race, Color, National Origin or Religion.

South Carolina Human Affairs Commission
1026 Sumter Street, Suite 101
Columbia, SC 29201
www.schac.sc.gov
Phone: (803) 737-7800 Toll-Free: 1-800-521-0725

(Revised 11/14/2022)

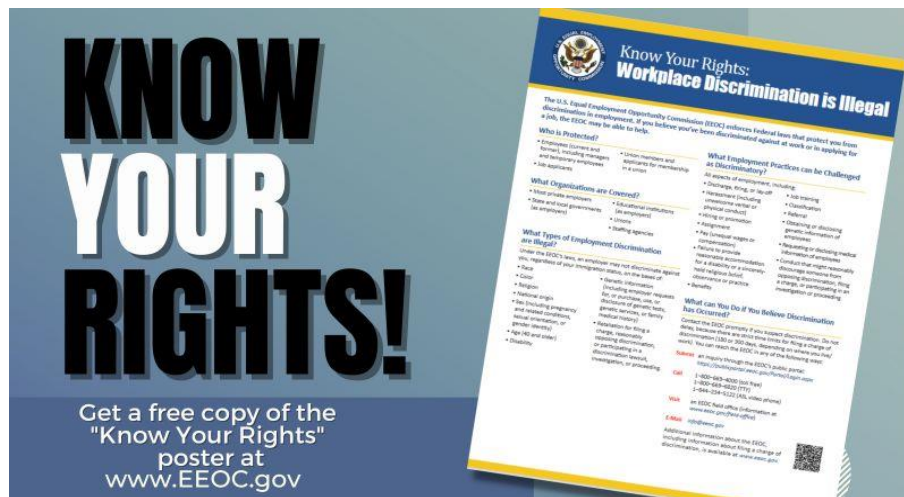
Download the Employment Law poster at:

<https://schac.sc.gov/about-us/brochures-and-posters>

Source: [Brochures and Posters | Human Affairs Commission](https://schac.sc.gov/about-us/brochures-and-posters)

U.S. Equal Employment Opportunity Commission (EEOC)

“Know Your Rights: Workplace Discrimination is Illegal”



According to the U.S. EEOC, the law requires an employer to post a notice describing the Federal laws prohibiting job discrimination based on race, color, sex (including pregnancy and related conditions, sexual orientation, or gender identity), national origin, religion, age (40 and older), equal pay, disability or genetic information (including family medical history or genetic tests or services), and retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsuit, investigation, or proceeding.

Title VII of the Civil Rights Act of 1964 imposes a monetary penalty for covered employers who fail to post these notices. The penalty, currently \$659, is adjusted annually for inflation as required by law.

The “Know Your Rights: Workplace Discrimination is Illegal” poster, prepared by the U.S. Equal Employment Opportunity Commission (EEOC), summarizes these laws, and explains how employees or applicants can file a complaint if they believe that they have experienced discrimination.

For screen readers / electronic posting

- [“Know Your Rights: Workplace Discrimination is Illegal - Optimized for Screen Readers”](#) - PDF, Optimized for Screen Readers
- [“Know Your Rights: Workplace Discrimination is Illegal”](#) – HTML
- [“Know Your Rights: Workplace Discrimination is Illegal”](#) - HTML, Spanish

For printing / posting in the workplace

- [“Know Your Rights: Workplace Discrimination is Illegal” poster](#)
- [“Know Your Rights: Workplace Discrimination is Illegal” poster \(Spanish\)](#)

Source: [“Know Your Rights: Workplace Discrimination is Illegal” Poster | U.S. Equal Employment Opportunity Commission](#)

State Required Posters

Poster Type	Poster Name	Description
Job Safety	LLR Workplace Poster	Includes OSHA (Occupational Safety & Health) and the Labor Law Abstract (Payment of Wages and Child Labor) and the Right-to-Work Poster.
Labor Law	LLR Workplace Poster	Includes OSHA (Occupational Safety & Health) and the Labor Law Abstract (Payment of Wages and Child Labor) and the Right-to-Work Poster.
Workers' Compensation Law	Workers' Compensation Compliance Poster	Informs employees about South Carolina Worker's Compensation laws.
Discrimination	Equal Employment is the Law	Informs employees about the following: <ul style="list-style-type: none"> ▪ Workplace discrimination ▪ Accommodations they are entitled to in the workplace
SC Workplace Laws	SC Workplace Laws: Notice to Employees	Poster combines the notices required of the four state agencies.

State agencies that require employment postings:

Workplace Posters: Contact Information

SC Human Affairs Commission <https://schac.sc.gov>

SC Department of Labor, Licensing, and Regulations <https://www.llr.sc.gov/wage/posters.aspx>

SC Department of Employment and Workforce <http://www.dew.sc.gov/>

SC Workers Compensation Commission <http://www.wcc.sc.gov/>

Source: <https://llr.sc.gov/wage/posters.aspx>



U.S. Department of Labor-Workplace Posters

The U.S. Department of Labor (DOL) enforces many of the federal statutes and regulations that require such notices to be posted in the workplace or provided to employees.

The DOL provides free electronic copies of the required posters and some of the posters are available in languages other than English.

For additional information please visit: [Workplace Posters | U.S. Department of Labor](#)

FirstStep Poster Advisor

According to the U.S. Department of Labor, the *FirstStep* Poster Advisor is designed to help employers comply with the poster requirements of several laws administered by the Department of Labor (DOL). These laws require employers to display official DOL posters where employees can readily observe them. DOL provides the posters at no cost to employers.

The Poster Advisor only provides information about Federal DOL poster requirements. You may want to contact your [State Department of Labor](#) to obtain information about your state's requirements.

The *FirstStep* Poster Advisor is one of a series of elaws (Employment Laws Assistance for Workers and Small Businesses) Advisors developed by the U.S. Department of Labor (DOL) to help employers and employees understand their rights and responsibilities under Federal employment laws. To view the entire list of elaws Advisors please visit the [elaws website](#).

Source: <https://webapps.dol.gov/elaws/index.html>; <https://www.dol.gov/general/topics/posters>

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

How can I schedule a training?

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

email: training@schac.sc.gov



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

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

**South Carolina Human Affairs Commission
1026 Sumter St., Suite 101
Columbia, SC 20201**

<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.