

South Carolina Human Affairs Commission

Technical Services and Training Division



Prevention Corner



An ounce of Prevention is Worth a Pound of Cure.

~Benjamin Franklin

January 2025

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

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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.

Fair Treatment in the Workplace: Employment Protections & Equal Opportunity

State and Federal laws protect job applicants and employees against employment discrimination and harassment when it involves:

- *Unfair treatment* because of race, color, national origin, religion, sex (including pregnancy, gender identity, or sexual orientation, age (40+), and disability).
- *Harassment* by managers, co-workers, or others (customers, clients, contractors, or vendors).
- *Denial of a reasonable accommodation* for religious beliefs or practices, pregnancy, childbirth or related medical conditions, or disability.
- *Retaliation* because the employee complained about treatment that they believe is unlawful job discrimination.

The laws enforced by the SC Human Affairs Commission and the U.S. Equal Employment Opportunity Commission provides protections for job applicants and employees. State and federal government agencies and other employers with at least 15 employees are covered by these laws.



frequently
asked
QUESTIONS

What are fair employment practices?

Fair employment practices are policies, laws, and regulations that encourage non-discrimination and equal opportunity in the workplace. They ensure that applicants and employees are treated fairly in all aspects of employment including hiring, firing, promotions, training, compensation, and other terms and conditions of employment.

Source: <https://www.eeoc.gov/youth/your-rights>; <https://www.eeoc.gov/prohibited-employment-policiespractices>



*Wishing you peace and
Prosperity in the Year ahead.*

U.S. Equal Employment Opportunity Commission News & Notes



Press Release

January 6, 2025

[United Airlines to Pay \\$99,000 in EEOC Discrimination Case](#)

DENVER — United Airlines, Inc. a Delaware corporation with a major hub at Denver International Airport, will pay \$99,000 and provide other relief to settle a federal lawsuit for a hostile work environment based on race and national origin, the U.S. Equal Employment Opportunity Commission (EEOC) announced.

According to the EEOC’s lawsuit, United allowed an Asian American employee of Mongolian ancestry to be called by a racial slur; physically assaulted; have his employment threatened based on his race and national origin; and delayed investigating the employee’s internal complaint even though it included claims of physical violence.

Read the entire article at: [Newsroom | U.S. Equal Employment Opportunity Commission](#)

Source: [United Airlines to Pay \\$99,000 in EEOC Discrimination Case | U.S. Equal Employment Opportunity Commission](#)

Press Release

October 1, 2024

[EEOC Sues Kurt Bluemel for Pregnancy Discrimination](#)

BALTIMORE – Kurt Bluemel, a Baltimore County commercial nursery, failed to accommodate a pregnant worker who needed leave and then fired her, the U.S. Equal Employment Opportunity Commission (EEOC) charged in a lawsuit.

According to the lawsuit, the pregnant worker requested maternity leave with the expectation that she would resume employment after giving birth. When she attempted to return to work, she was told that no work was available. However, the employer hired new, non-pregnant employees before and after her attempted return.



Read the entire article at: [Newsroom | U.S. Equal Employment Opportunity Commission](#)

Source: [EEOC Sues Kurt Bluemel for Pregnancy Discrimination | 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



South Carolina Human Affairs Commission

<https://schac.sc.gov/>



How can I schedule training?

email: training@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.