

South Carolina Human Affairs Commission

Technical Services and Training Division



Prevention Corner



An ounce of Prevention is Worth a Pound of Cure.

~ Benjamin Franklin

FEBRUARY 2022

South Carolina
Human Affairs Commission
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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 Enjoyment and Privileges to Public Accommodations Law and the SC Lactation Support Act.

TABLE OF CONTENTS

Equal Enjoyment and Privileges to Public Accommodations	1
SCHAC Social History	2
Word Wall	3
Ask SCHAC	4
Prevention Corner	5

Equal Enjoyment and Privileges to Public Accommodations Act

(Public Accommodations and Equal Rights)

The [Equal Enjoyment and Privileges to Public Accommodations Act](#) was enacted by the State General Assembly in 1990.

This historic legislation provides that all persons shall be entitled to the full and equal enjoyment of the goods, services, facilities, privileges, advantages, and accommodations of any place of public accommodations without discrimination or segregation on the basis of race, color, religion, or national origin.

Examples of the types of establishments covered by the law include:

- Inns, motels, hotels, or other lodging businesses
- Restaurants, cafeterias, and other eateries
- Hospitals or clinics
- Retail or wholesale establishments
- Theaters, concert halls, and bars
- Golf courses, sports arenas, and stadiums
- Other recreational areas

Discrimination in Public Places

Public accommodations discrimination occurs when someone is denied access to the facilities or services of a business or other public place, including local and state government.

- Denial of access/Failure to allow entrance
- Denial of service
- Intimidation or harassment
- Setting different terms or conditions for services or facilities

Source: S.C. Human Affairs Commission; <https://www.schac.sc.gov/about-us/who-we-are/history>; S.C. Code Ann. §45-9-10, et seq.

How can I schedule training?

Contact us at:

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

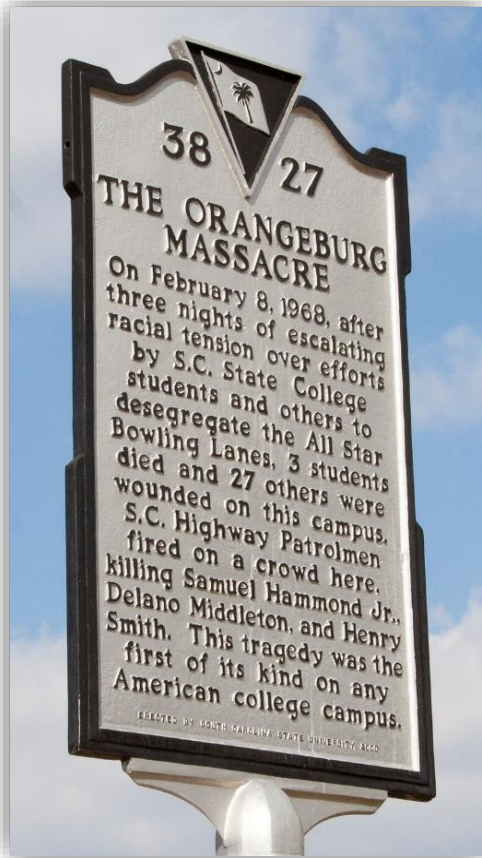
email: training@schac.sc.gov



South Carolina Human Affairs Commission is celebrating 50 years of preventing and eliminating unlawful discrimination in 2022.

Social History

The Orangeburg Massacre February 8, 1968, Orangeburg, SC



Orangeburg, SC- Equal enjoyment and privileges to public accommodations has been a historical issue for many years in South Carolina. For instance, students at two historically black colleges, S.C. State College (now University) and Claflin College (now University) protested to have equal access to enter and receive services at a bowling alley near their college campuses.

The Orangeburg Massacre occurred on the night of February 8, 1968, when a civil rights protest at South Carolina State University (SC State) turned deadly after highway patrolmen opened fire on about 200 unarmed black student protestors. Three young men were shot and killed, and 27 people were wounded. None of the students were armed and almost all were shot in their backs, buttocks, sides, or the soles of their feet.

The event became known as the Orangeburg Massacre and is one of the most violent episodes of the civil rights movement, yet it remains one of the least recognized.

The timing of the Orangeburg Massacre in 1968 meant that it was largely overshadowed in the national media by the murder of Dr. Martin Luther King, Jr. in 1968 and the student shootings at Kent State University in 1970.

Some businesses did not change their segregation rules (even after the Civil Rights Act of 1964). The bowling alley owner claimed that the Civil Rights Act of 1964 did not apply to his establishment because it was

private. However, because the alley operated a lunch counter, it fell under the jurisdiction of laws regulating interstate commerce and thus federal desegregation. In 1990, the SC General Assembly passed the Equal Enjoyment and Privileges to Public Accommodations Act.

(Troops March Through Orangeburg before Massacre | Bill Barley, 1968)



Source: www.history.com; <https://www.sciway.net/afam/orangeburg-massacre.html>

Diversity

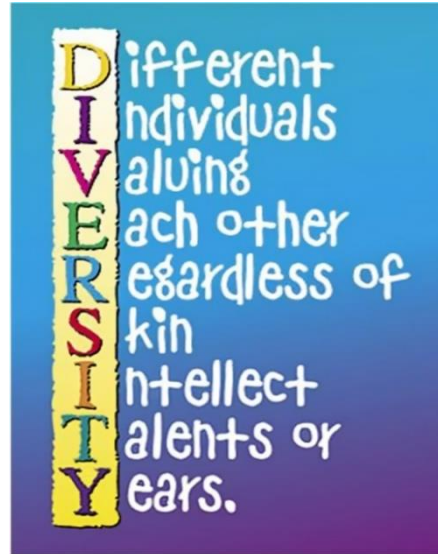
1: The quality or state of having many different forms, types, ideas, etc.

2: The state of having people who are different races or who have different cultures in a group or organization.

Source: merriam-webster.com/dictionary



**WORD
WALL**



www.healing-journeys-energy.com

News & Notes

Center for Social Justice at Claflin University, Orangeburg, SC

Interim Director, Dr. Vanessa Harris (June 2021)



According to Dr. Dwaun J. Warmack, Claflin University President "this center will serve as a center for social justice." The Center for Social Justice will focus on four components:

- Health Disparities
- Diversity and Inclusion initiatives
- Pathways from Prison program
- Police Education

Certificate and certification programs in urban and rural policing, also unconscious bias training for municipalities will also be provided.

Claflin's Center for Social Justice embodies a number of Claflin's guiding principles,

most importantly *Commitment to Valuing People*. "At Claflin we value people by providing a safe, wholesome and healthy environment that fosters mutual respect, diversity, and inclusion."

Resources: Merriam-Webster.com Dictionary; www.claflin.edu



Answers to your questions about Pregnancy Discrimination and Lactation Support in the workplace.

What are Lactation Accommodations for Women in Agriculture?

Women in Agriculture

According to the [United States Department of Agriculture](#), women make up 29% of South Carolina farmers. Of South Carolina's 4.7 million acres of farmland, women farm 1,245,006 acres (around 26%) and have a \$150 million impact on the state economy.

Lactation Accommodations for Women in Agriculture

The health of women in agriculture is an important concern, especially the health of mothers. Employers can promote good health by providing lactating agriculture workers a clean, private space to express milk during their break times.

The South Carolina Lactation Support Act expands upon the SC Pregnancy Accommodations Act to protect the rights of nursing employees by requiring employers to provide break time and private space for milk expression, so long as it is reasonably possible for the employer to do so. A key provision of the SC Lactation Support Act is that it applies to **all** employers, regardless of the number of employees. This law does not require an employer to provide break time if doing so would create an undue hardship on the operations of the employer.

Considerations Specific to Lactation:

Some women who desire to express milk at work have no facility at all and should discuss creative options to identify reasonable accommodations with their supervisors.

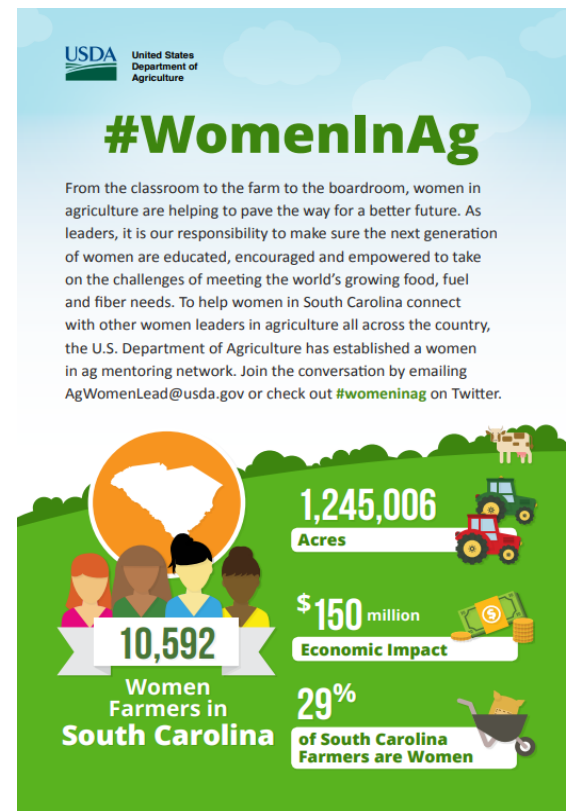
A few ideas:

- A portable pop-up tent used as a lactation space
- Some women use their personal or government vehicle to express milk
- Vehicle, such as a van or truck, with sunshades on the windows for private pumping space
- In some cases, battery operated breast pumps are used and breast milk is stored in coolers
- Women bring their own personal coolers and cleaning supplies

NOTE: Extreme heat or cold can make it very uncomfortable to pump in a vehicle.

Failure to provide reasonable lactation accommodations is a violation of the S.C. Lactation Support Act. South Carolina employees can make a complaint to the S.C. Human Affairs Commission.

Source: [usda.gov](#); SC Human Affairs Commission



PREVENTION CORNER

Ways to Promote Equal Rights for all Citizens

(Public Accommodations and Equal Rights)

1. **Actively discourage discrimination**
2. **Treat all citizens with dignity and respect**
3. **Know the laws and your rights**
4. **Understand that all persons are entitled to the full and equal enjoyment of places of public accommodation without discrimination or segregation**

Through the Civil Rights Act of 1964 and the Americans with Disabilities Act (ADA), state and federal laws prohibit discrimination in public accommodations because of the following:

- Race
- Color
- Religion
- National Origin
- Disability

Contact the S.C. Human Affairs Commission if you believe you have been denied access to or equal enjoyment of a public accommodation.

Source: S.C. Human Affairs Commission

**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/>

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SCHAC Facebook: <https://m.facebook.com/Schacomm/>

**The mission of the South Carolina Human Affairs Commission is to
Prevent and Eliminate Unlawful Discrimination in Employment,
Housing, and Public Accommodations.**