



SCHAC

SOUTH CAROLINA LAW PROHIBITS EMPLOYMENT DISCRIMINATION

Based on: Race, Color, Religion, National Origin, Sex (including Pregnancy & Childbirth or related medical conditions), Age (40+), or Disability

Examples of conduct covered under the law:

- Failure to Hire or Promote
- Unequal Wages
- Harassment/Intimidation
- Discipline/Demotion/Suspension/Termination
- Applying Different Terms and Conditions of Employment
- Failure to Reasonably Accommodate due to: disability; religion; pregnancy, childbirth or related medical conditions, including, but not limited, to lactation
- Retaliation as a result of complaining about discrimination, seeking an accommodation, or participating in a discrimination investigation

How to report unlawful discrimination:

- Complete a questionnaire via phone, in-person, mail, or online at www.schac.sc.gov. Once submitted, a SCHAC Intake Officer will contact you and assist you in filing a formal complaint.
- 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 SCHAC promptly when discrimination is suspected.

Employers, including each **State Agency**, or **department of the State**, and **local subdivision thereof**, **SHALL POST, KEEP POSTED, AND MAINTAINED IN CONSPICUOUS PLACES UPON THEIR PREMISES** where notices to employees and applicants for employment are customarily posted a notice to be prepared and distributed by the Commission setting forth excerpts from and/or summaries of, pertinent provisions of the **HUMAN AFFAIRS LAW and LACTATION SUPPORT ACT**, and information pertinent to the **filing of a complaint**.

EQUAL EMPLOYMENT OPPORTUNITY IS THE LAW

In addition to preventing **Employment** discrimination, the mission of SCHAC is to eliminate and prevent unlawful discrimination in:

- **Housing** on the basis of race, color, national origin, religion, sex, familial status or disability; and
- **Public Accommodations** on the basis of race, color, national origin or religion.



South Carolina Human Affairs Commission

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