

## South Carolina Law Prohibits

# EMPLOYMENT DISCRIMINATION

**Based on: Race, Color, Religion, National Origin, Sex, including Pregnancy & Childbirth (or related medical conditions), Age (over 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 a **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](http://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.

## EQUAL EMPLOYMENT OPPORTUNITY IS THE LAW

**In Addition to Employment**, 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.

**Public Accommodations** on the basis of race, color, national origin or religion.

### **SOUTH CAROLINA HUMAN AFFAIRS COMMISSION**

**1026 SUMTER STREET, SUITE 101**

**COLUMBIA, SC, 29201**

**[www.schac.sc.gov](http://www.schac.sc.gov)**

**PHONE: 803-737-7800**

**TOLL-FREE: 1-800-521-0725**

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 information pertinent to the filing of a complaint.