

Equal Opportunity Is The Law In South Carolina

Who Are We?

The South Carolina Human Affairs Commission is a state agency created in 1972 to encourage fair treatment, eliminate and prevent unlawful discrimination, and foster mutual understanding and respect among all people in this state.

Its law -- Sections 1-13-10 through 1-13-110 of the S.C. code, empowers the Commission to look into problems of unlawful discrimination on the basis of race, color, religion, age (40 and above), sex, national origin, or disability. Also, the law established a framework for accepting and investigating complaints of unlawful discrimination.

The Commission's governing board consists of fifteen (15) members, with two (2) members from each congressional district appointed by the Governor, with the advice and consent of the Senate, and three (3) members-at-large appointed by the Governor. A chairperson is appointed from that group by the Governor.

The day-to-day operations are managed by a commissioner who reports to the governing board, and who directs the agency staff. There are three (3) major divisions within the agency, Administrative, Consultive and Compliance.

The **Administrative Division** consists of the commissioner, deputy commissioner, executive assistants, legal counsel, fiscal and procurement, human resources, and public information. The **Consultive Services Division** consists of Technical Services and Training Unit and Community Relations Unit, and Information Technology. Technical Services and Training assists employers with developing affirmative action plans and programs, and establishing good personnel policies and procedures. Community Relations handles discrimination complaints that do not involve employment or housing, and sets up community relations councils interested in promoting the purposes of the S. C. Human Affairs Law. The **Compliance Division** consists of the following units: Intake and Referral, Private Sector, Public Sector, Age & Disability, Mediation, and Fair Housing. Employment discrimination complaints filed against state and municipal government, and private sector employers with fifteen (15) or more employees, are investigated by Compliance.

What To Do About Employment Discrimination.

If you believe that you have been discriminated against on the basis of race, color, religion, age (40 and above),

sex, national origin, or disability; you have a right to file a complaint. A complaint must be filed within 180 days. An investigator may be assigned to look into the complaint and from that point on, the person who filed the complaint is called the complainant and the business or government agency responding is called the respondent. The investigator may interview witnesses and officials to determine the facts of the cases. At any point during the investigation, if the complainant and respondent can reach an agreement, the case will be closed. If an agreement is not reached, the investigation will proceed and it will be determined whether there is reasonable cause to believe unlawful discrimination has occurred.

Public Accommodation Complaints

Public accommodations discrimination complaints may be filed on the basis of race, color, religion, sex, national origin. The statutory limitation for filing a public accommodation complaint is three (3) years. The types of businesses covered include the following: inns, hotels, motels, lunch counters, soda fountains, hospitals, clinics, motion picture houses, theaters, concert halls, billiard parlors, barrooms, golf courses, sports arenas, stadiums, or other places of amusement, exhibition, recreation, or entertainment.

How to Contact the Commission

You may call us at:

(803) 737-7800 or
Toll Free 1-800-521-0725 (in state)
or TDD (803) 253-4125
Fax: (803) 253-4191

Monday through Friday
from 8:30 a.m. to 5:00 p.m.

Visit us on the Web:

www.state.sc.us/schac

Email:

Information@schac.state.sc.us

Our Address is:

**South Carolina
Human Affairs Commission
2611 Forest Drive, Suite 200
Post Office Box 4490
Columbia, South Carolina 29204-4490**



Are You Being Discriminated Against?

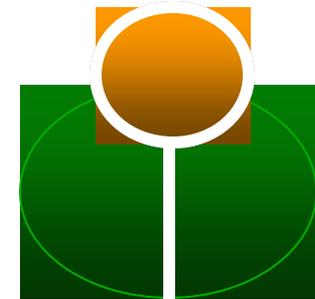
The South Carolina Human Affairs Commission is a state government agency which enforces the South Carolina Human Affairs Law. If you think you have been discriminated against in employment, housing, or public accommodations, you should contact the Commission. The Commission will investigate your complaint to see if the law was broken. If there was a violation, the Commission can help get certain legal remedies to which you may be entitled.

How to File A Complaint

If you feel you have been discriminated against because of your race, color, religion, age (40 and above), sex, familial status, national origin, or disability; if you feel you are being sexually harassed on your job; if you feel your employer is treating you unfairly because of your pregnancy, then we are here to help. If you have a specific complaint regarding discrimination on the job, in housing, or public accommodations, call (803) 737-7800, 1-800-521-0725, or TDD (803) 253-4125.

We are here to help.

WHAT IS THE SOUTH CAROLINA HUMAN AFFAIRS COMMISSION?



**Jesse Washington, Jr.
Commssioner**