

South Carolina Human Affairs Commission

Technical Services and Training Division



Prevention Corner



An ounce of Prevention is Worth a Pound of Cure.

~Benjamin Franklin

JULY 2021

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.

IN THIS ISSUE

Table of Contents

Age Discrimination	1
Workplace Discrimination	2
Recognition & Awards	3
Ask SCHAC	5
Prevention Corner	5

WHAT IS AGE DISCRIMINATION?

Age discrimination involves treating someone (an applicant or employee) less favorably because of his/her age.

The Age Discrimination in Employment Act (ADEA) only forbids age discrimination against people who are age 40 or older.

It does not protect workers under the age of 40, although some states do have laws that protect younger workers from age discrimination.

It is not illegal for an employer or other covered entity to favor an older worker over a younger one, even if both workers are age 40 or older.

Discrimination can occur when the victim and the person who inflicted the discrimination are both over 40.

Age Discrimination in the Workplace

The law prohibits discrimination in any aspect of employment, including hiring, firing, pay, job assignments, promotions, layoff, training, benefits, and any other term or condition of employment.

Resources: U.S Equal Employment Opportunity Commission; S.C. Human Affairs Commission

**If you feel like you have experienced discrimination,
contact us for help.**

(800) 521-0725, Relay 711

803-737-7800 or <https://www.schac.sc.gov/>

How can I schedule training?

Contact us at:

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

email: training@schac.sc.gov



In recognition for achieving 100% of your 2019-2020 Affirmative Action Goals.

Agencies that achieved 100% of their goals for the 2019-2020 reporting period:

- S.C. Museum Commission**
- Santee Cooper Authority**
- S.C. Secretary of State's Office**
- State Board for Technical and Comprehensive Education**

Stephani Frese, Technical Services and Training Director at the South Carolina Human Affairs Commission stated that Affirmative Action Goals do not permit quotas or preferential treatment for persons of any race or sex.

AFFIRMATIVE ACTION GOALS
 ≠
 QUOTAS OR
 PREFERENTIAL TREATMENT

Affirmative Action Goals are:

- Benchmarks to measure effectiveness of Affirmative Action Plans.
- Realistically based on availability of qualified applicants.

For more information:

<https://schac.sc.gov/about-us/affirmative-action>



Anita Anderson receives award on behalf of the S.C. Museum Commission



Tracie Watford receives award on behalf of the S.C. Secretary of State's Office



Mary Oakman-Long receives Award on behalf of State Board For Technical and Comprehensive Education



Ritchie Monteith, Sr. receives award on behalf of Santee Cooper Authority





In recognition for achieving 100% of your 2018-2019 Affirmative Action Goals.

Agencies that achieved 100% of their goals for the 2018-2019 reporting period:

State Board for Technical and Comprehensive Education
S.C. Public Service Commission
S.C. Museum Commission

EXEMPT STATUS

Two agencies are currently exempt from reporting due to consistently achieving their goal attainment until new Census data is available:

S.C. Housing, Finance and Development Authority
S.C. Arts Commission

The 2020 and 2021 EEO Forums were cancelled due to the COVID-19 pandemic.



www.schac.sc.gov



State Board for Technical and Comprehensive Education

S.C. Public Service Commission



S.C. Museum Commission



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

I am a pregnant woman over the age of 45 and I have been the victim of insults, jokes about my age and my pregnancy, and other negative comments at work. Is this a form of pregnancy harassment?

Yes. It is unlawful to harass a woman because of pregnancy, childbirth, or a medical condition related to pregnancy or childbirth.

Harassment is illegal when it is so frequent or severe that it creates a hostile or offensive work environment or when it results in an adverse employment decision (such as the victim being fired or demoted).

The harasser can be the victim's supervisor, a supervisor in another area, a co-worker, or someone who is not an employee of the employer, such as a vendor or customer.

Resources: U.S Equal Employment Opportunity Commission; S.C. Human Affairs Commission

PREVENTION CORNER

3 Ways to Prevent Age Discrimination in the Workplace

1. Do not ask age related interview questions.
2. Do not stereotype. Assumptions about age and comments that older workers don't understand the technology and social media or can't work as hard can indicate a discriminatory attitude.
3. Include age in diversity and inclusion programs and efforts.

Resources:

S.C. Human Affairs Commission; U.S Equal Employment Opportunity Commission

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