

SCSL Digital Collections

Prevention corner

Rights	Records, documents, and information made available by the agencies of the South Carolina state government or its subdivisions are the property of the people of the state of South Carolina. Therefore, according to U.S. copyright law, the South Carolina State Library considers these items to be in the public domain (see Title 17, U.S.C.).
Download date	2024-10-16 04:59:26
Link to Item	https://dc.statelibrary.sc.gov/handle/10827/54267

South Carolina Human Affairs Commission

Technical Services and Training Division



Prevention Corner



An ounce of Prevention is Worth a Pound of Cure.

~Benjamin Franklin

December 2023

South Carolina
Human Affairs
Commission
1026 Sumter St.,
Suite 101
Columbia, SC 29201

(803) 737-7800

1-800-521-0725

<https://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 and the SC Lactation Support Act.), the SC Fair Housing Law, the SC Equal Enjoyment and Privileges to Public Accommodations Law

TABLE OF CONTENTS

Workplace Posters	1
2 Things We're Talking About	2
EEO Law Posters	3
State Required Posters	4
Contact SCHAC	5

Labor Law Posters: What is a Workplace Poster?

Federal and State laws require employers to post specific documents in the workplace designed to place workers on notice of their legal rights and protections as employees. These documents are commonly referred to as "workplace posters."

In South Carolina, even businesses with only one (1) employee are required to display certain workplace posters.

These federal and state law posters must appear in a conspicuous place accessible to all employees. It is the employer's responsibility to make sure the posters are up to date.

U.S. Department of Labor- Workplace Posters

The U.S. Department of Labor (DOL) enforces many of the federal statutes and regulations that require such notices to be posted in the workplace or provided to employees.

The DOL provides free electronic copies of the required posters and some of the posters are available in languages other than English.



frequently
asked
QUESTIONS

Do these posting laws apply to Small Business owners also?

Not always. Please note that posting requirements vary by statute; that is, not all employers are covered by each of the Department's statutes and thus may not be required to post a specific notice.

Example: Some small businesses may not be covered by the Family and Medical Leave Act and thus would not be subject to the Act's posting requirements.

Source: SC Human Affairs Commission; [Workplace Posters | U.S. Department of Labor \(dol.gov\)](https://www.dol.gov/compliance/topics/posters.htm) ; <http://www.dol.gov/compliance/topics/posters.htm>

2 THINGS

WE'RE
TALKING
ABOUT

HOT TOPICS

1. Myths & Facts

Myth: I own a small business. I do not need to post federal posters.

Fact: **Not true.** Many of the employment laws administered by the U.S. Department of Labor (DOL) require notices to be posted in the workplace. To determine which federal posters, you are required to post, please visit the DOL elaws Poster Advisor (www.dol.gov/elaws/posters.htm).

States and local governments may also have posting requirements. You should contact the appropriate state or local agency if you need additional information.

Source: [Frequently Asked Questions - United States Department of Labor \(dol.gov\)](http://www.dol.gov/elaws/posters.htm)

2. FirstStep Poster Advisor

The *FirstStep* Poster Advisor is designed to help employers comply with the poster requirements of several laws administered by the Department of Labor (DOL). These laws require employers to display official DOL posters where employees can readily observe them. DOL provides the posters at no cost to employers.

The Poster Advisor only provides information about Federal DOL poster requirements. You may want to contact your [State Department of Labor](#) to obtain information about your state's requirements.

The *FirstStep* Poster Advisor is one of a series of **elaws** (Employment Laws Assistance for Workers and Small Businesses) Advisors developed by the U.S. Department of Labor (DOL) to help employers and employees understand their rights and responsibilities under Federal employment laws.

Please note that the elaws Poster Advisor provides information on federal DOL poster requirements. For information on state poster requirements, please visit [state Departments of Labor](#).

Source: <https://webapps.dol.gov/elaws/index.html>

EEO Law Posters

South Carolina Human Affairs Commission

“Equal Employment is the Law”

The South Carolina Human Affairs Law prohibits employment discrimination on the basis of race, color, national origin, religion, age (40 and above), disability, or sex (including pregnancy, childbirth or related medical conditions, sexual orientation, or gender identity). ***The Equal Employment is the Law*** poster was revised by the South Carolina Human Affairs Commission in 2022.

Download the Employment Law poster at:

<https://schac.sc.gov/about-us/brochures-and-posters>

U.S. Equal Employment Opportunity Commission

“Know Your Rights: Workplace Discrimination is Illegal”

According to the U.S. EEOC, the law requires an employer to post a notice describing the Federal laws prohibiting job discrimination based on race, color, sex (including pregnancy and related conditions, sexual orientation, or gender identity), national origin, religion, age (40 and older), equal pay, disability or genetic information (including family medical history or genetic tests or services), and retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsuit, investigation, or proceeding.

Title VII of the Civil Rights Act of 1964 imposes a monetary penalty for covered employers who fail to post these notices. The penalty, currently \$659, is adjusted annually for inflation as required by law.

The “Know Your Rights: Workplace Discrimination is Illegal” poster, prepared by the U.S. Equal Employment Opportunity Commission (EEOC), summarizes these laws, and explains how employees or applicants can file a complaint if they believe that they have experienced discrimination.

For screen readers / electronic posting

- [“Know Your Rights: Workplace Discrimination is Illegal - Optimized for Screen Readers”](#) - PDF, Optimized for Screen Readers
- [“Know Your Rights: Workplace Discrimination is Illegal”](#) – HTML
- [“Know Your Rights: Workplace Discrimination is Illegal”](#) - HTML, Spanish

For printing / posting in the workplace

- [“Know Your Rights: Workplace Discrimination is Illegal” poster](#)
- [“Know Your Rights: Workplace Discrimination is Illegal” poster \(Spanish\)](#)

Source: [“Know Your Rights: Workplace Discrimination is Illegal” Poster | U.S. Equal Employment Opportunity Commission \(eEOC.gov\)](#); <https://schac.sc.gov/about-us/brochures-and-posters>

WHAT WORKPLACE POSTERS ARE REQUIRED FOR MY BUSINESS IN SOUTH CAROLINA?

According to the SC Department of Labor, Licensing, and Regulation, employers in South Carolina are required to post employment notices from the South Carolina Department of Labor, Licensing and Regulation in a place or places where employees can see them.



State Required Posters

SC Department of Labor, Licensing, and Regulation offers its posters for a free download at:
<https://llr.sc.gov/wage/posters.aspx>

- **LLR Workplace Poster – Includes OSHA and Labor Law Abstract (Payment of Wages and Child Labor).**

Three other state agencies also require employment postings:

- **SC Department of Employment and Workforce**
- **SC Workers' Compensation Commission**
- **SC Human Affairs Commission**

Poster Type	Poster Name	Description
Job Safety	LLR Workplace Poster	Includes OSHA (Occupational Safety & Health) and the Labor Law Abstract (Payment of Wages and Child Labor) and the Right-to-Work Poster.
Labor Law	LLR Workplace Poster	Includes OSHA (Occupational Safety & Health) and the Labor Law Abstract (Payment of Wages and Child Labor) and the Right-to-Work Poster.
Workers' Compensation Law	Workers' Compensation Compliance Poster	Informs employees about South Carolina Worker's Compensation laws.
Discrimination	Equal Employment is the Law (Updated December 2022)	Informs employees about the following: <ul style="list-style-type: none"> ▪ Workplace discrimination ▪ Accommodations they are entitled to in the workplace
SC Workplace Laws	SC Workplace Laws: Notice to Employees	Poster combines the notices required of the four state agencies.

Workplace Posters: Contact Information

SC Human Affairs Commission

<https://schac.sc.gov>

SC Department of Labor, Licensing, and Regulations

<https://www.llr.sc.gov/wage/posters.aspx>

SC Department of Employment and Workforce

<http://www.dew.sc.gov/>

SC Workers Compensation Commission

<http://www.wcc.sc.gov/>

Source: <https://llr.sc.gov/wage/posters.aspx>

**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://schac.sc.gov/>



How can I schedule training?

email: training@schac.sc.gov

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

****Please Note: This newsletter is not intended to be used as legal advice**