

# South Carolina Human Affairs Commission

## Technical Services and Training Division



# Prevention Corner



*An ounce of Prevention is Worth a Pound of Cure.*

~Benjamin Franklin

**June 2022**

South Carolina  
Human Affairs Commission  
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[www.schac.sc.gov](http://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 Employment and Privileges to Public Accommodations Law and the SC Lactation Support Act.

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## Creating A Safe and Respectful Workplace: *Workplace Ethics & Values*

Ethical values are essential for any organization. Ethics are moral principles that govern how the person, or a group will behave or conduct themselves. A positive work ethic is a collection of values and actions that people feel are appropriate in the workplace.

### Examples of Positive Ethical Behaviors in the Workplace:

- Obeying the company's policies and procedures
- Accountability (**accepting responsibility for your actions**)
- Mutual respect for your co-workers

### Unethical Workplace Behaviors:

- Verbal harassment and or abuse
- Hostile work environment or workplace violence
- Sexual harassment

### Ethical Dilemmas:

- You see a coworker harassing another employee, or you see a supervisor harassing or bullying a subordinate. **What do you do?**
- You hear a colleague make a disrespectful slur against another racial or ethnic group. **Do you address it?**

Employers can address ethical situations with employees before they ever occur by providing workplace ethics training to support their organizational ethics policies.

## The Importance of Values in the Workplace

*"In an ideal workplace, structures and relationships will work together around core values that transcend self-interest. Core-values will inspire value-creating efforts as employees feel inspired to do what is right, even when the right thing is hard to do".*

SHRM Foundation – Shaping Ethical Workplace Culture

Source: S.C. Human Affairs Commission; [www.ncbi.nih.gov](http://www.ncbi.nih.gov); SHRM Foundation

**How can I schedule training?  
Contact us at:**

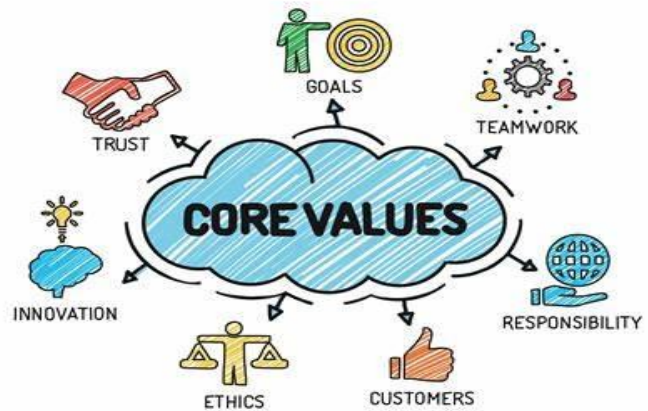
(803) 737-7800 or (800) 521-0725, Relay 711  
email: [training@schac.sc.gov](mailto:training@schac.sc.gov)

# Values



1. The monetary worth of something: MARKET PRICE
2. A fair return or equivalent in goods, services, or money for something exchanged.
3. Relative worth, utility, or importance.
4. Something (such as a principle or quality) intrinsically valuable or desirable.

Source: merriam-webster.com



Establishing Shared Values and Ethics - Solutions360

## SC Human Affairs Commission's Values

<b>Accountability</b>	is being responsible for the proper management of public resources and exercise of authority vested in SCHAC.
<b>Customer Service</b>	is treating all stakeholders (internal and external) in a courteous manner. One must be responsible, helpful, and knowledgeable; and adhere to the agency's mission, values, and goals.
<b>Fairness</b>	is the equal and consistent treatment of all parties involved in an impartial manner.
<b>Integrity</b>	is exhibiting the traits of honesty and truthfulness; and adhering to the moral and ethical standards as stated in the S.C. Code of Ethics.
<b>Loyalty</b>	is being faithful to the mission, vision, and values of the agency and your obligations to the public.
<b>Professionalism</b>	is showing respect for others in your actions and your words; and performing the functions of your job in a responsible, effective manner.
<b>Teamwork</b>	is individuals and units working together in harmony for the expressed purpose of pursuing completion of assigned tasks and accomplishing established goals.

Source: Miriam-Webster.com; Establishing Shared Values and Ethics - Solutions360; <https://schac.sc.gov/about-us/who-we-are>



South Carolina Human Affairs Commission is celebrating 50 years of preventing and eliminating unlawful discrimination in 2022.

## SOUTH CAROLINA HUMAN AFFAIRS COMMISSION

### *50 Year Anniversary Celebration & Forum*



The South Carolina Human Affairs Commission cordially invites you to join us as we celebrate and commemorate 50 years of Service.

**When:** June 30, 2022

**Doors Open:** 5:00 p.m. *Pre-Event and Light Appetizers*  
**\*Cecil Williams 1964-1972 Civil Right Era Displays**  
**\*USC Center for Civil Rights Era and Displays**

**Event Begins:** 6:00 p.m.

**Where:** Columbia Metropolitan Convention Center  
1101 Lincoln St.  
Columbia, SC 29201

**Note:** **Registration Required**

**RSVP:** RSVP by June 17, 2022

**Tickets:** \$100 **\*Checks, money order, or invoice only\***

**Register Here:** <https://forms.gle/7zrtCEw25XwxUcgg6>

**Dress Code:** Semi-Formal

# EEOC News & Notes

Press Release 09-29-2021

## **EEOC Sues A.V.I. Sea Bar & Chophouse for Pregnancy Discrimination**

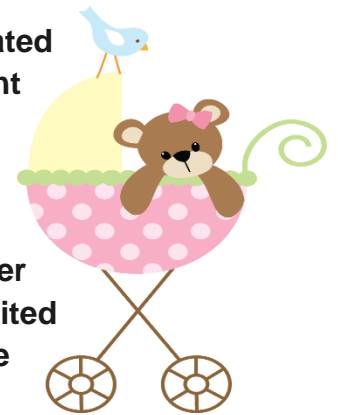
### **Termination of Hostess Violated Federal Law, Suit Charges**

ST. LOUIS – A.V.I. Sea Bar & Chophouse LLC, a restaurant and catering company in Wichita, Kansas, violated federal law when it fired a hostess because she was pregnant, the U.S. Equal Employment Opportunity Commission (EEOC) charged in a lawsuit it filed today.

**According to the EEOC’s lawsuit, the restaurant, A.V.I. Seabar & Chophouse, hired an applicant in December 2018 to work as a hostess and learned shortly thereafter of her pregnancy.**

**As the employee’s pregnancy progressed, she had pregnancy-related health issues, including feet swelling and back pain. The pregnant employee asked her manager if she could use a stool as needed between customers and when she was not doing other tasks that required standing.**

**Although the restaurant initially approved her request, she was later told she could no longer use the stool after one of the owners visited the restaurant and commented that the pregnant employee’s use of a stool “*did not look good.*”**



**When the pregnant employee produced a physician’s note supporting her use of a stool, the restaurant fired her, the EEOC said.**

Such alleged conduct violates Title VII of the Civil Rights Act of 1964, which prohibits discrimination based on sex, including pregnancy. The EEOC filed its lawsuit (Equal Employment Opportunity Commission v. A.V.I. Sea Bar & Chophouse LLC, Civil Action No. 2:21-cv-2428) in U.S. District Court for the District of Kansas after first attempting to reach a pre-litigation settlement through its conciliation process. It alleges the restaurant violated Title VII by terminating Hoffman’s employment because she was pregnant. The EEOC seeks monetary relief for the pregnant employee, an order prohibiting future pregnancy discrimination, and other relief.

“In 1978, Congress passed the Pregnancy Discrimination Act to amend Title VII and clarify that unlawful sex discrimination includes discrimination based on pregnancy and

related medical conditions,” said Andrea G. Baran, regional attorney for the EEOC’s St. Louis District Office. “More than 40 years later, pregnant workers experience discrimination on the job far too often as they seek to provide for themselves and their growing families.”

Source: U.S Equal Opportunity Commission

## PREVENTION CORNER

### Promoting An Ethical Workplace Culture

Robbins and Judge (2009) offer a list of how managers can create a more ethical organizational culture. They suggest a combination of the following practices:

- 1. Communicate ethical expectations:** Ethical dilemmas can be reduced by creating and disseminating your workplace code of ethics. It should state the organization’s primary values and the ethical rules that employees are expected to follow.
- 2. Be a role model and be visible:** The code of ethics may be worthless if senior management fails to model ethical behaviors. Employees look to the behavior of top management to model acceptable behavior in the workplace.
- 3. Provide protective mechanism:** Employers should provide formal mechanisms for employees to discuss ethical dilemmas and to report unethical behavior without fear or reprimand.

Source: S.C. Human Affairs Commission; Robbins, S.P., & Judge, T.A. (2009). *Organizational behavior* (13<sup>th</sup> ed.). Pearson Education, Inc.

**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://www.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.**