

## ■ SOUTH CAROLINA HUMAN AFFAIRS LAW

**TERMS:** In general, it is illegal for an employer who has 15 or more employees for each working day in 20 or more different weeks, to refuse to hire a job applicant, to fire a worker, or to discriminate in any other way against a person regarding the terms or conditions of employment, because of the person's race, religion, color, sex, age (over 40), national origin, or disability.

Likewise, such an employer may not limit, segregate or classify workers or job applicants in any way which would limit a person's job opportunities or otherwise negatively affect employment on the grounds of race, religion, color, sex, age, or national origin.

Publishing an employment advertisement or circulating a job notice which indicates a preference or discrimination based on race, color, religion, sex, national origin or disability is also prohibited.

Similar restrictions against discrimination apply to employment agencies and labor organizations.

**ENFORCEMENT:** *South Carolina Human Affairs Commission, Columbia, South Carolina 29201 (803-737-7800; toll-free 800-521-0725).* A worker who has been affected by an act of employment discrimination may file a complaint with the Commission at any time within 180 days after the act occurred.

If the Commission has not informally resolved the complaint or started legal action against the employer involved within 180 days after the complaint is filed, or if the Commission has dismissed the charges, the worker may bring suit against the employer directly, using a private attorney or a public legal services program. A lawsuit generally must be filed within one year after the violation occurred, or within 120 days after the Commission dismisses a case, whichever is earlier.

**SPECIAL NOTE:** An employer may not fire, discipline or discriminate against a worker because the worker has filed a complaint or made use of any other right granted by this law.

**SPECIAL NOTE:** It is unlawful for an employer to reduce the wage rate of any employee as a means of eliminating illegal wage discrimination under these provisions.