



The Bulletin

newsletter of the

South Carolina Human Affairs Commission



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Mission Statement

Our mission is to eliminate and prevent unlawful discrimination in employment, housing, and public accommodations and promote harmony and betterment in the lives of South Carolina's residents.

Vision Statement

The South Carolina Human Affairs Commission's Vision is to be well known with a positive image and a mission that is understood and accepted by the public. SCHAC is a fully resourced, customer-friendly Agency with a diverse, well-trained and efficient team working together effectively in a safe and supportive work environment in fulfillment of the Agency's mission.

EEO Contract Completed

The contract with the United States Equal Employment Opportunity Commission was completed for FY 2017-18. Our young staff of investigators along with assistance from other commission employees completed **862 cases**, with an approximate total monetary value for settlements at **1.5 million dollars**.

Equal Employment Opportunity Enforcement Investigators, EEO Enforcement Intake Officers, EEO Enforcement Supervisors, the EEO Enforcement Coordinator, and SCHAC Legal Staff with the assistance from Technical Services and Housing worked together as a team to complete this significant achievement. The Commissioner thanks each and every employee for working so hard to accomplish this feat. "Without your dedication, late nights and working weekends we could not have done it and I applaud you!" said Commissioner Buxton.



Excellent Teamwork!

Yearly Goal Attained!

Intake Division Surpasses Their Target



Intake and Referral serves as the initial contact point for all employment and non-employment complaints of discrimination received by the Commission. Its primary responsibilities are to conduct interviews, gather essential information and documents, maintain complete records and files of complaint activity for tracking and reporting purposes, provide appropriate notices of complaints filed, perfect complaints and prepare them for investigation, file complaints with appropriate federal agencies, effect service of complaints, make appropriate referrals, and provide other technical assistance to the public.

Commissioner Buxton said, "I appreciate all of the work you do! You are a very important part of this Agency!"

EEO Enforcement Investigator Training

The EEO Enforcement Investigator workforce at the SC Human Affairs Commission is relatively young in terms of experience in investigating workplace discrimination as defined by the SC Human Affairs Law. As a result, the Commission offers mentoring from EEO Enforcement Supervisors and formal bi-monthly training in some capacity to all Employment Investigators. Proper training for Investigators and producing quality investigations are high priorities at SC Human Affairs Commission.

Fortunately, during the month of August, the Commission was able to bring to the Agency training from the United States Equal Employment Opportunity Commission (EEOC) to all SCHAC EEO Enforcement Investigators and Intake Officers.

The training, conducted for two full days on August 13 and 14 by Charlotte EEOC District Office Interim Director Thomas Colclough, was entitled "Intermediate Skills for Investigators Workshop". Mr. Colclough has extensive experience in the field of EEO Law and Investigations and is certified to teach this course.

The course work focused on understanding and using the Theories of Discrimination and Models of Proof related to the seven protected bases of employment discrimination. Tools used to teach the classroom participants on how to investigate a case properly were two case scenarios where the class had to read and come to a thorough understanding of the cases so that they could learn proper technics to determine if the employer violated the law.

Participants described the training as: "excellent", "very thorough and good guidance", and one supervisor said the training was "structured to a point where the newest Investigator could gain good insight, and the most experienced Investigators found it as a great refresher".

The Human Affairs Commission is committed to having the best trained workforce to accomplish our mission of eliminating and preventing discrimination. Employment Investigators are looking forward to continued training sessions in the future.

Welcome New Employees!!

Everyone here is happy to welcome you to the team!
We know you will be a valuable asset!



Lauren Caudle is the new Program Coordinator for Consultative Services. She is grateful to be a valuable contributor to this organization. She is a graduate of the University of South Carolina, where she received her bachelor's degree in Psychology. From the university as well as other various occupational experiences, she has been exposed to many diverse cultures and enjoyed learning from them. Lauren believes each person has something to contribute to this world, where we can strive to make it a better place for generations to come. With this new opportunity she would love to assist in advocating for the equality of all individuals.



Robin Rawls has worked for the State of SC for 10 years and has been doing investigative work for 6 ½ years. Robin joins us as an EEO Investigator. She has a Criminal Justice degree and she also volunteers as a guardian ad litem. In her spare time she likes to spend time with her family, travel and stay active. She is currently in a women's kickball league. She likes helping people and making a difference where it counts.



Nathania Anderson was born into a military family with four brothers and sisters in Panama City, Panama. She is a recent graduate of the University of South Carolina Darla Moore School of Business, an active member of Alpha Phi Omega service fraternity and an AVID tutor for Richland 2 School District. Some of her hobbies include mentoring teenagers, volunteering on community development projects, and traveling the world. I'm excited to be a part of the South Carolina Human Affairs Commission Agency and look forward to meeting and working with all of you!



Patrick Montgomery is a retired Coast Guard Officer and has training and experience at the federal, State, and local level. He is a graduate of the Department of Defense Information School and the Defense Equal Opportunity Management Institute. Patrick has worked with the SC Treasurer's Office and the SC Department of Juvenile Justice. Patrick is also a Commissioner of a 501(c)3 Girls Softball Organization (Lady Blowfish) and a Commissioner of the Coast Guard Public Affairs Wagon Wheel Fantasy Football Group. He is an aspiring actor, a husband, father, and caretaker of their pets. Patrick is the new Community Relations Coordinator.



Carlos R. Diaz is originally from Allentown, PA. He joined the Army in 1993 and retired in 2018, after 25 years of service in the Infantry. He has been married to Silke Diaz, originally from Germany, for 21 years. They have one son who currently attends Winthrop University. They now call Blythewood home. Carlos is the new Bilingual EEO Investigator.



2018 IAHOA Annual Conference Cincinnati, Ohio

**Theme: IAHOA Advancing the Human Rights Agenda:
The Fierce Urgency of Now**

Three SCHAC staffers attended this national conference during August 2018. President of IAHOA Robin Tomas said, "We hope you will return home energized and inspired to work even harder for your state and local community as we enter this new era faced with unanticipated current events, unsettling developments and pushbacks on progress gained and battles for justice." Below is a snippet of two of the many informative sessions.

The Rise In Hate in the United States

The U.S. Commission on Civil Rights has long taken a firm stand against hate in America. In May 2018, the Commission held a national briefing on the subject, hearing from experts around the country about hate in communities and schools, and what local law enforcement, local community stakeholders, and the federal government can and should do to combat hate crimes and bias-motivated incidents. Chair Lhamon will address the Commission's work on this and other important civil rights topics.

Speaker: Catherine Lhamon, Chair, U.S. Commission on Civil Rights
Facilitator: Robin Tomas

Beloved Community Talks: Let's Bridge the Racial Divide Across America

(Presented by: The King Center, Atlanta, Georgia)

Dr. Martin Luther King popularized the notion of the "Beloved Community." Dr. King envisioned the Beloved Community as a society based on justice, equal opportunity, and love of one's fellow human beings. Dr. King's Beloved Community is a global vision in which all people can share in the wealth of the earth.

Moderator: Bakari Sellers, CNN Contributor

Panelists: Daryl Davis, Activist, Musician William Gipson, Chief Diversity & Inclusion Officer, P&G Dee Bagwell Haslam, Owner, Cleveland Browns Dr. Bernice A. King, CEO, The King Center Monty Lobb, Dean of Students, Ohio Christian University Tamika Mallory, Co-President, Women's March Arno Michaelis, former Skinhead/Writer & Speaker Tim Wise, Anti-Racism Activist & Writer

Next year the IAHOA Conference will be held in Orlando, Florida.

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Procedimiento de Quejas

Si usted piensa que ha sido discriminado en la vivienda o en el empleo, debe ponerse en contacto con la Comisión de Asuntos Humanos. La Comisión investigará su queja y si hay una violación de la ley, la Comisión puede ayudarle a conseguir soluciones legales a los que usted tiene derecho. Si es necesario, la Comisión puede llevar casos de discriminación a una audiencia o a la corte. No importa su estado legal, la Comisión lo ayuda.

South Carolina Human Affairs Commission
1026 Sumter Street, Suite 101
Columbia, South Carolina 29201

Tel: 803-737-7800

Toll Free: 800-521-0725

Fax: 803-737-7835

E: information@schac.sc.gov

W: www.schac.sc.gov

Anita Dantzler & Lee Ann Rice ... Co-Editors

Teresa McWilliams ... Copy Editor