

# THE BULLETIN

SOUTH CAROLINA HUMAN AFFAIRS COMMISSION  
1026 SUMTER STREET, SUITE 101, COLUMBIA, SC 29201 OR  
P.O. BOX 4490, COLUMBIA, SC 29240

## Investigations Resulted in Settlements Value of Over One Million Dollars

When the General Assembly created the SC Human Affairs Commission in 1972 with the mission to prevent and eliminate discrimination in South Carolina, the State Legislature not only wanted to improve human relations among all citizens; but, it also wanted to ensure that State Government, as opposed to the Federal Government, was taking the initiative to resolve complaints of discrimination. The initial legislation to create the Human Affairs Commission allowed the agency to investigate State Government employment discrimination complaints, and eventually through the years, legislation evolved where the Commission also investigated private sector employment discrimination complaints.

When the 1964 Civil Rights Act was signed into law and the United States Equal Employment Opportunity Commission (EEOC) was created, the EEOC was able to establish a working relationship with Fair Employment Practicing Agencies (FEPA) to investigate employment discrimination complaints. The SC Human Affairs Commission (SCHAC) became a FEPA and established a working relationship with the US EEOC. As a result, each year since 1975, the SC Human Affairs Commission has entered into a written contract with the US EEOC to investigate employment discrimination complaints. This gives the authority of the SCHAC to work with local businesses, local governments, law firms and local citizens to resolve disputes in a timely fashion where fairness, quality and personal service is guaranteed. SCHAC employees work to resolve employment complaints through mediation, negotiated settlements and conciliation agreements. If agreements cannot be reached between the employer and the Complainant, the Human Affairs Commission, acting in an impartial manner, makes a determination regarding the evidence provided by the parties as to whether or not there was a violation of employment law regarding discrimination. Once this determination is made a Notice of Right to Sue is issued to the Charging party that allows the Complainant to file in State Court.

The Human Affairs Commission successfully completed the 2015-2016 EEOC Contract ending on September 30, 2016. Overall, 898 complaints of employment discrimination were investigated that resulted in a total monetary settlement value of 1.5 million dollars. The effective working relationship between the EEOC and the Human Affairs Commission allows State Government, through the SCHAC, to take the lead in fighting discrimination and to provide the best possible services to all South Carolinians.

VOLUME 4, ISSUE 1

JANUARY 2017

Tel: 803-737-7800 Toll Free: 800-521-0725 Fax: 803-737-7835 E-mail: [information@schac.sc.gov](mailto:information@schac.sc.gov)

FIND US ON THE WEB AT [WWW.SCHAC.SC.GOV](http://WWW.SCHAC.SC.GOV)



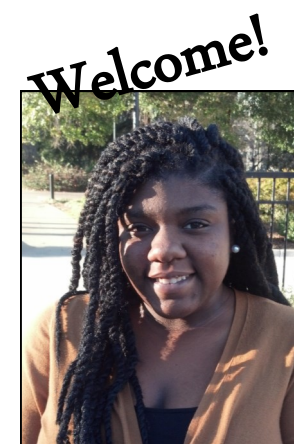
## AGENCY NEWS

### Congratulations!

Deputy Commissioner Dan Koon was awarded the Colonel Ordie P. Taylor Humanitarian Award on December 2, 2016. The Humanitarian Award is bestowed on an individual who exemplifies the values and purpose of the Columbia Luncheon Club in his/her unselfish and conspicuous services to the larger community. The honoree must be an individual whose purpose and/or professional life reflects helping others, valuing and promoting racial understanding, celebrating cultural and religious diversity, and encouraging "good will" among all people. Dan Koon exemplifies this description each and every day.



Pictured left to right: Retiring CRC Executive Director Henri Baskins, CRC Board Chairman Milton G. Kimpson, Award Recipient SCHAC Deputy Commissioner & CLC Co-President Dan Koon, CLC member John Jones and CLC Co-President Emma McGraw Myers



Lauren Mims

New Administrative Assistant, Lauren Mims is a 2016 graduate of the University of South Carolina, where she earned her Bachelor of Arts in Political Science and African American Studies. During her time at USC she was a Ronald E. McNair Scholar, Magellan Scholar, Membership Chair of the NAACP, and Historian of the Association of African American Students. Her work entitled "Recognizing Respectability Politics in the 21st Century" was sponsored by the Office of Undergraduate Research at USC, and was presented nationally. Furthermore, she had the opportunity to intern with Congressman Jim Clyburn, Mayor Steve Benjamin, and South Carolina Senator Karl Allen. She is a native of Greenville, SC where she began a Mentoring Program entitled "The Skin I'm In" which was created to help foster and develop positive self-esteem in adolescent girls. In her spare time, she enjoys cooking, doing manicures, and reading.

## Legal Division Works Toward Modernizing Agency Regulations



Our Agency's regulations have been largely untouched in the past couple of decades. However, in the past two years, the Legal Division has undertaken an extensive review of the Human Affairs and Fair Housing Regulations in order to make sure they are clear, equitable, and substantially similar to federal requirements of partner agencies.

As a result of the Legal Division's analysis, the SCHAC's Board of Commissioners held a Public Hearing on November 30, 2016, where proposed changes to several regulations were approved. Comments from the public were also incorporated into the changes, pursuant to Administrative requirements found elsewhere in state law.

The regulation changes seek to eliminate inconsistencies between current regulations, and the statutes that have been passed by the General Assembly authorizing the SCHAC to investigate matters of discrimination. Additionally, the SCHAC hopes that the changes will provide complainants and respondents with equal access to Agency file contents. Indeed, some changes are merely correcting typos and outdated contact information.

Following publication in the State Register of South Carolina, the regulation changes will be sent to the General Assembly for final approval.

SCHAC is excited to be making progress toward modernizing the Agency's regulations, and invites any questions or concerns regarding its regulations to be directed to its Legal Division.

### SOUTH CAROLINA HUMAN AFFAIRS COMMISSION



Commissioner  
Raymond Buxton, II

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.

#### Board of Commissioners

**Chairman**  
John A. Oakland

**1st District**  
Cheryl F.C. Ludlam

**3rd District**  
Ashley P. Case

**4th District**  
Rev. Willie Thompson

**5th District**  
Andrew C. Williams

**7th District**  
Harold Jean Brown

**At Large**  
Joe F. Fragale



#### 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.*

## Fair Housing Division's Hispanic Outreach Coordinator

Luis Mendoza has received a new position with the Human Affairs



Commission as the Hispanic Outreach Coordinator in the Fair Housing Division. Mr. Mendoza plans to identify ways he can develop relationships between the SCHAC and the Latino community. This grassroots effort will allow the Agency to effectively communicate its services to those who may not be aware of state law regarding discrimination.

This position requires that Mr. Mendoza use his investigative skills as well, since a portion of his position will involve investigating employment and housing complaints on behalf of Spanish-speaking residents.

If you would like Mr. Mendoza to speak with you, or if you have any ideas regarding outreach to the Spanish-speaking community in South Carolina, please call the Agency at (803) 737-7800.

