

### SOME OF SCHAC'S RISING STARS

**Dan Koon**, who has been an employee of the Agency for more than two decades, has been selected as the Deputy Commissioner. A graduate of Newberry College, Dan first worked as an investigator for SCHAC, and most recently as the EEO Compliance Division's Director and the Technical Services and Community Relations Director. Simply put, Dan knows SCHAC inside and out.



Dan has a passion for the mission of the Agency. He began his employment with the State working with the Governor's Office. After several years there, Dan found that a position with SCHAC would meet his professional objectives. With SCHAC, he could serve his home state and effect change in preventing discrimination.

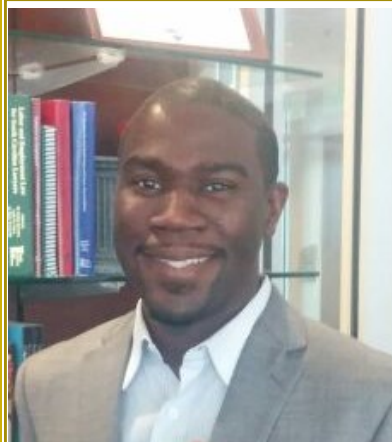
Dan has used his thorough knowledge of Human Affairs Laws to serve the Greater Columbia Community Relations Council in various ways, including his current tenure as its President. Dan also contributed in developing numerous other Councils across the state, which prioritize the prevention of discrimination through open dialogue and community activities.

Dan and his wife, Jane, live in Lexington County with their two children.

VOLUME 2, ISSUE 1

MARCH 31, 2015

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**Fair Housing Division Director Joshua Barr**, graduated from Francis Marion University with a Bachelor's Degree. He then graduated from USC School of Law with his Juris Doctorate. Later, he attended Penn State University and obtained his Masters in Business Administration. After holding positions as a corporate lawyer and law professor in Colombia, South America, Joshua decided to return to the United States and his home state of South Carolina. He practiced throughout the midlands with a civil litigation firm before obtaining his "dream job" of practicing civil rights law when he joined SCHAC.

In February, Joshua took over as the Fair Housing Division Director in addition to his duties as Staff Counsel. A fluent Spanish speaker, Joshua intends to reach out through community relations initiatives to rural and non-English-speaking communities that will benefit from the services provided by SCHAC.

Joshua firmly believes in the mission of the Commission, and is passionate about preventing discrimination. In the Fair Housing Division, SCHAC attorneys may bring lawsuits on an aggrieved party's behalf.

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## AGENCY NEWS

### SCHAC's Participation with the January 2015 MLK Event

In association with the Carolina African American Heritage Foundation, SCHAC helped to sponsor an annual MLK event, along with the Myrtle Beach Human Rights Commission and other community organizations and leaders. SCHAC staff participated in a Deliberative Dialogue at Myrtle Beach Middle School on Saturday, January 17, with the topic entitled "The Value of Human Life: What Must Be Done If We All Are To Realize Our Destiny, Liberty, and Freedom?" The Dialogue drew in dozens of community residents and leaders, and was a huge success for the Community Relations Department at SCHAC. Additional workshops were held throughout the weekend, including seminars on obtaining contracts with the government, as well as a job fair featuring many employers in the region.

The Myrtle Beach Human Rights Commission was established by the City of Myrtle Beach in 1990, and chartered by SCHAC in 1991. Funding in the past has come from the City of Myrtle Beach,



Left, from left, on stage: Cookie Goings, and David Victorian (Members of the Myrtle Beach Human Rights Commission), speak at the Martin Luther King Breakfast on Monday, January 20, which followed the week-end long events co-sponsored by SCHAC.



Above: Marcella Swans, wife of Bennie Swans, speaks to a crowded room at the MLK Breakfast.

### SCHAC Files Four Lawsuits



SCHAC's Fair Housing Division is currently investigating scores of alleged violations of discriminatory practices in the Housing context. After investigations, if those cases are determined to be 'cause' cases (meaning that discrimination is found), SCHAC has the authority to file lawsuits on behalf of the aggrieved party. In other words, SCHAC pursues a civil action free of charge on behalf of individuals who have been the victims of discrimination at the hands of their housing providers. Currently, SCHAC has four actions pending in state courts across South Carolina. The types of cases include discrimination based on family status (like having children), as well as lack of accessible design for the disabled.

In an effort to prevent housing discrimination before it happens, Fair Housing staff have also been actively training housing providers in a variety of places, from the Pee Dee to the Upstate. These training seminars can last anywhere from one hour to several days, depending on the need of the provider requesting training. Fair Housing is a key component of insuring civil rights for our citizens and residents.

For questions about our Fair Housing Division, please contact our office at (803) 737-7800.

## THE SOUTH CAROLINA HUMAN AFFAIRS LAW

The Human Affairs Commission was originally started to implement the laws set forth in the Human Affairs Law, found in the South Carolina Code in Title 1, Chapter 13. These efforts sought to promote harmony and betterment in the lives of South Carolina residents. Declaring discrimination unlawful, the state government identified certain factors, or bases, that should not interfere with a person's opportunity to receive or keep employment. These bases include an individual's race, color, religion, sex, age, national origin, or disability. Additionally, retaliation may be claimed when a person attempts to complain about an unlawful employment practice, or files a charge, and is then subjected to adverse treatment.



South Carolina's laws in this regard are substantially equivalent to federal laws enforced by the Equal Employment Opportunity Commission (EEOC).

## THE SOUTH CAROLINA FAIR HOUSING LAW

Shelter is one of our most fundamental needs. When seeking a residence for oneself or one's family, a person should have the right to choose housing without being subjected to unlawful discrimination. In Housing, the bases are slightly different than in the Employment context—they include race, color, religion, national origin, sex, disability, and familial status. Retaliation may be claimed in Fair Housing (as in Employment) when a person attempts to complain about an unlawful housing practice, or files a charge, and is then subjected to adverse treatment. The Laws promulgated by the General Assembly and carried out by SCHAC are substantially equivalent to federal laws enforced by the U.S. Department of Housing and Urban Development (HUD).



If you believe you have been discriminated against, or know someone who has, please feel free to contact our office and we can assist you in filing a complaint, as well as investigate your claims.

## IN MEMORIAM

### MARGARET HELLER PERCELL



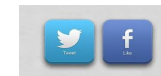
Margaret's contribution to Human Affairs in South Carolina was immense. The first African American clerical employee at the State House, she served Governor Robert McNair and continued in the office of Governor John West. When Rep. Jim Clyburn was Commissioner of the Human Affairs Commission, Margaret was his secretary, retiring from the Agency in 2006. She attended school in Pomaria and Newberry, and graduated from Columbia Commercial College before launching her impressive career with the State.

In addition to her professional contributions, Margaret served as co-chairman of the historical Rosenwald Hope School Restoration Committee. She was also a devout member of Brookland Baptist Church. Margaret passed away on March 3, 2015.

## SOUTH CAROLINA HUMAN AFFAIRS COMMISSION



Commissioner Raymond Buxton, II



*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.*

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.

## SPOTLIGHT ON THE INTAKE DIVISION

MEET ANGELA ADAMS, CHERRY DOW, HENLEY ELLIS, TAMIKO JOHNSON and SHETARA WILLIAMS who are the Intake Officers at SCHAC. When someone calls, visits, or corresponds with SCHAC, the Intake Officers are here to help! First, the Intake Officer will work with the individual in order to determine whether a claim exists. Then, the Intake Officer will assist by drafting the claim into a formal charge. Those charges are ultimately sent to the entity who allegedly discriminated against the individual.



Our Intake Division shows great teamwork and a commitment to customer service. The employees in the Intake Division certainly help the Agency meet its established Vision of striving to be well known with a positive image and a mission that is understood and accepted. In addition to the Intake Officers in this division, we also have Administrative Specialist

FRAN WALTERS and Receptionist DAVON REAVES (above). Both Fran and Davon play vital roles in making sure visitors and callers find who they need at the Agency. They are the smiling faces you see when you walk through our doors! The Intake Team knows that an encounter with discrimination can be life-altering. They are trained to help you through the process of filing a claim with our Agency, and want to make it as easy for you as possible.

*From left to right: Shetara Williams, Henley Ellis, Tamiko Johnson, Cherry Dow, and Angela Adams, Intake Officers at SCHAC.*



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- |   |                          |
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