

AGENCY NAME:	South Carolina Human Affairs Commission		
AGENCY CODE:	L360	SECTION:	70

**Fiscal Year 2019–2020
Accountability Report**

SUBMISSION FORM

AGENCY MISSION	<p>The mission of the South Carolina Human Affairs Commission (SCHAC) is to prevent and eliminate unlawful discrimination, thereby promoting harmony and the betterment of human affairs for all citizens across the state. The agency enforces the following laws in partnership with the U.S. Equal Employment Opportunity Commission (EEOC) and the United States Department of Housing and Urban Development (HUD): the South Carolina Human Affairs Law and the South Carolina Fair Housing Law. The Commission also enforces the Equal Enjoyment and Privileges to Public Accommodations Act, the Pregnancy Accommodations Act, and the Lactation Support Act.</p>
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AGENCY VISION	<p>Our vision is to be well known statewide and nationally, with a positive image and mission that is understood and respected by all people.</p>
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Does the agency have any major or minor recommendations (internal or external) that would allow the agency to operate more effectively and efficiently?

	Yes	No
RESTRUCTURING RECOMMENDATIONS:	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Is the agency in compliance with S.C. Code Ann. § 2-1-230, which requires submission of certain reports to the Legislative Services Agency for publication online and the State Library? See also S.C. Code Ann. § 60-2-30.

	Yes	No
REPORT SUBMISSION COMPLIANCE:	<input checked="" type="checkbox"/> Compliant	<input type="checkbox"/>

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Is the agency in compliance with various requirements to transfer its records, including electronic ones, to the Department of Archives and History? See the Public Records Act (S.C. Code Ann. § 30-1-10 through 30-1-180) and the South Carolina Uniform Electronic Transactions Act (S.C. Code Ann. § 26-6-10 through 26-10-210).

	Yes	No
RECORDS MANAGEMENT COMPLIANCE:	<input checked="" type="checkbox"/> Compliant	<input type="checkbox"/>

Is the agency in compliance with S.C. Code Ann. § 1-23-120(J), which requires an agency to conduct a formal review of its regulations every five years?

	Yes	No
REGULATION REVIEW:	<input checked="" type="checkbox"/> Compliant	<input type="checkbox"/>

Please identify your agency's preferred contacts for this year's accountability report.

	<u>Name</u>	<u>Phone</u>	<u>Email</u>
PRIMARY CONTACT:	Dan Koon	803-737-7832	danny@schac.sc.gov
SECONDARY CONTACT:	Christina Jordan	803-737-7804	cjordan@schac.sc.gov

I have reviewed and approved the enclosed SFY 2019–2020 Accountability Report, which is complete and accurate to the extent of my knowledge.

AGENCY DIRECTOR (SIGN AND DATE):	Signature on file
(TYPE/PRINT NAME):	Janie A. Davis

BOARD/CMSN CHAIR (SIGN AND DATE):	Signature on file
(TYPE/PRINT NAME):	John A. Oakland

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AGENCY’S DISCUSSION AND ANALYSIS

This discussion provides the reader with a historical background about current program operations established to implement the statutory authority of the South Carolina Human Affairs Commission (SCHAC). It was the racial unrest of the late 60’s and early 70’s that gave birth to the SCHAC, i.e., the Orangeburg Massacre in 1968; the Charleston Hospital Workers Strike in 1969; school integration across the state in 1969; and the nationally publicized Lamar bus attack in 1970. It was these matters that led then Governor John C. West and members of the South Carolina General Assembly in 1972, to pass the South Carolina Human Affairs Law (SCHAL). That law created the South Carolina Human Affairs Commission (SCHAC). The state statutes give the SCHAC the authority to investigate allegations of unlawful discrimination in employment and housing; monitor fair employment practices in state government; and work across 46 counties to promote harmony and the betterment of human affairs.

Over the past 48 years since the creation of the Commission, South Carolina has made strides in race relations and community harmony. **People have learned to live and work together. Despite the progress made, the unrest of 2020 lets us know we cannot take progress for granted.** Through the prevention work of the Community Relation Division, SCHAC works with local governments and citizens to address problems before they escalate to discord, community unrest, property loss or loss of life. Additionally, the Technical Services Division monitors state agencies, colleges and universities’ hiring practices impacting approximately 60,000 state employees; provides an Annual Report to the General Assembly showing employment trends in state government, and progress towards fair employment based upon qualified applicants; and conducts training to educate public and private sector employers how to effectively and legally implement fair employment practices.

The most recognized work of the Commission entails our actions to eliminate unlawful discrimination. The SCHAC serves as this state’s “Fair Employment Practice Agency” (FEPA). This means that the Commission has a work-sharing agreement with the United States Equal Employment Opportunity Commission (EEOC) and that allegations of unlawful discrimination are dual filed with both agencies. In most instances, the complaint will be investigated by the SCHAC in keeping with the intent of the General Assembly when passing the SCHAL, and in keeping with the preference of South Carolina’s public and private employers to handle such matters at the state level. Additionally, SCHAC has been designated to administer the state’s Fair Housing Assistance Program (FHAP) by the United States Department of Housing and Urban Development (HUD), and as such investigates allegations of unlawful housing discrimination on behalf of HUD across the state.

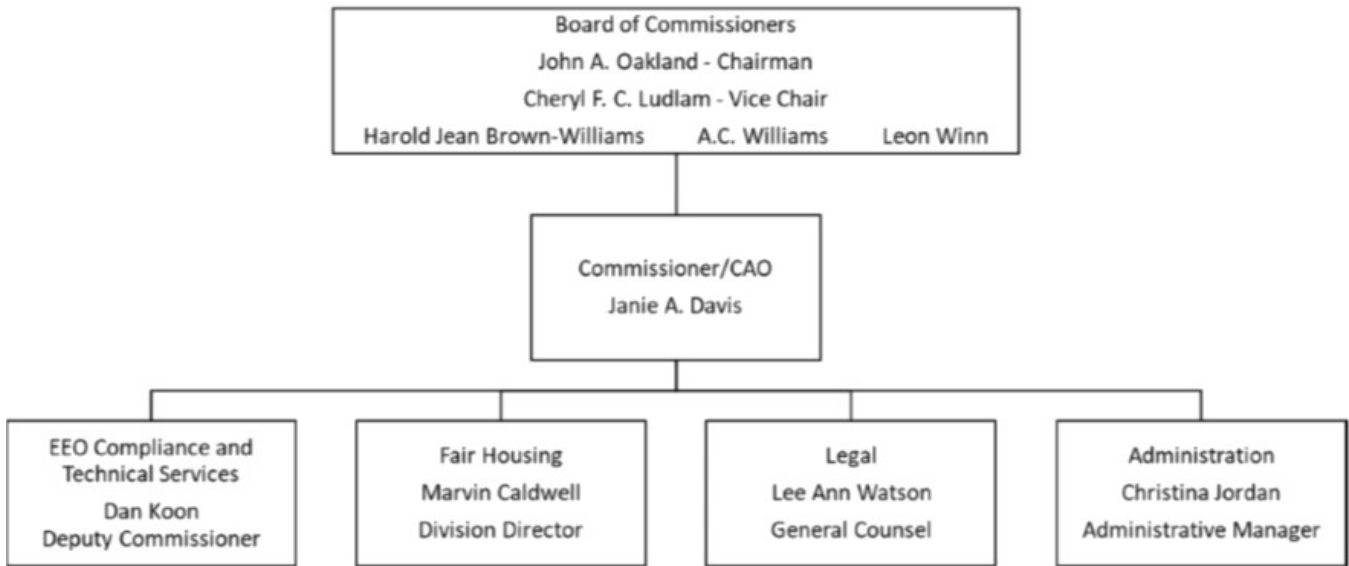
SCHAC enforces the South Carolina Human Affairs Law; the South Carolina Fair Housing Law; the Equal Enjoyment and Privileges to Public Accommodations Law; the Pregnancy Accommodations Act; and the Lactation Support Act. The South Carolina Human Affairs Law makes employment discrimination unlawful based upon race, color, sex, national origin, religion, age, or disability. Similarly, the South Carolina Fair Housing Law makes it unlawful to discriminate in housing and associated benefits based on race, color, sex, national origin, religion, familial status, or disability. The South Carolina Public Accommodations Law prevents discrimination in access to public facilities (e.g., restaurants, hotels, recreational parks, and other facilities) based on race, color, national origin, and religion. Finally, women are protected from unlawful discrimination due to pregnancy, lactation, and related issues through the Pregnancy Accommodations Act and the Lactation Support Act.

The “elimination” of unlawful discrimination is enforceable through the work of the Legal Department which may litigate ‘for cause’ cases and enforce subpoenas against parties that fail to comply with requests for information and comply with a finding of unlawful discrimination. The Legal Department instituted six (6) Subpoena Enforcement Actions at the Administrative Law Court during SFY 2019-2020. Additionally, members of the Board

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of Commissioners heard cases litigated based on the findings of the SCHAC investigative staff. The Legal staff may argue matters before the South Carolina Administrative Law Court and the Circuit Court of South Carolina.

The work of the Commission is relevant and pertinent. Without the administrative remedies available through the SCHAC, there would likely be more community unrest, workplace violence, clogged court dockets, and tremendous back pay and court costs for public and private employers. The following narrative and charts provide an analysis of the productivity and levels of success accomplished during SFY2019-2020.



Board of Commissioners:

This document correctly defines the work of the agency and the superb use of budgeted resources to carry out the statutory mandates of the Commission. In the 2018 House Legislative Oversight Review Findings, it was pointed out to the oversight panel that the SCHAC has been grossly underfunded during the last number of years, and it has been hampered in its ability to carry out its mission to the fullest extent. The issues that the Oversight Committee confirmed must be addressed by the Legislature and Governor to support the organization are: 1) turnover of employees, and 2) carrying out the Community Relations mandate as specified in the SCHAL.

The agency has trained numerous employees that have moved on to other organizations because of pay issues. The agency must be able to pay its employees to the extent that they are not lured away to other state agencies and private companies. The current agency head has made this a priority and will work with the Legislature and Governor to eliminate the threat of employee departures.

Additionally, the current protests and sometimes violent reaction to police brutality has brought to our attention the lack of adequate SCHAC staff to effectively respond to these matters. The current Commissioner/CAO has proposed assigning one staff person to each of six (6) regions to work with local authorities, community leaders and protestors to address law enforcement and racial concerns. This response would require an increase in FTE's and funding for the SCHAC. Read more about the work and vision for the Community Relations Division on pages A5 – A6.

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Major Achievements in the Program Area of Consultative Services / “Prevention” of Unlawful Discrimination

Under the program budget area of Consultative Services, the Divisions of Technical Services and Community Relations accomplished the following:

1) **Technical Services Division**

The Commission successfully monitored the hiring and promotions of employees in 90 State agencies, and on February 1, 2020 issued the “Annual Report to the General Assembly on the Status of Equal Employment Opportunity in South Carolina State Government”. The Commission uses the Computerized Affirmative Action Management System (CAAMS) to evaluate employment data provided by each State agency in the monitoring of their recruitment, hiring, and promotion practices. CAAMS assesses statistical data provided, creates affirmative action plans (AAP), and reports on each State agency’s goal attainment in employment. Affirmative Action Plans and programs are used to eliminate preferences, not to create them. If followed, the AAP becomes the guide for a program that should result in fair employment for all people based on race and sex, including white males. In the last year, two (2) agencies maintained exempt status, granted when agencies employ minorities/women at rates reasonably expected, based on the availability of qualified people to fill positions; three (3) agencies achieved 100% of their goal attainment; and 20 agencies brought their goal attainment up by 5% or more, an increase of 10 agencies from the previous year.

Another important way to prevent and eliminate discrimination is through training. This past year there were 32 separate EEO training classes conducted for 25 State agencies and seven (7) county government/other entities by the Technical Services Division. Prevention is achieved by educating state employees and Human Resource personnel about EEO Laws and professionalism in the workplace. Approximately 1105 employees were trained and SCHAC continued to see an increase in agencies requesting training for employees to prevent claims of unlawful discrimination. The COVID-19 pandemic negatively impacted the agency’s ability to provide previously scheduled in-person training to approximately 1200 individuals. Fortunately, the staff was already in the process of establishing virtual training as an option and was able to offer to employers an alternate format. Unfortunately, not all employers had the resources to provide virtual training and postponed training to post COVID- 19. Also, the agency hired a new employee to develop training tools and materials to train employers and employees about the SC Pregnancy Accommodations Act that became law in 2018. Additionally, this employee will be working with employers to educate them about the new SC Lactation Support Act passed in 2020.

2) **Community Relations Division**

The COVID-19 pandemic greatly impacted the operations of the Community Relations Division. In person public meetings/gatherings initiated and instituted by the agency for **End Racism Day**, the **Mother Emanuel Nine Day Remembrance**, and **No Blame, No Shame: A Conversation About Race** panel discussions, had to be cancelled. These events emphasized the agency’s work to prevent discrimination, and to pursue educational and face-to-face dialogue to further improve race relations across South Carolina.

With these cancelations due to COVID – 19 and the hire of a new Commissioner/CAO in January 2020, the Division had the opportunity to reset its priorities and identify new initiatives given its limited staff. These new initiatives and priorities included: 1) a new Community Relations Web page to enhance educational and training opportunities for entities hoping to form Community Relation Councils, 2) the creation of a new Community and Race Relations Guide to educate the public about the functions of a Community Relations Council and how to create a Council, and 3) the creation of a Community Relations Alert System to minimize

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the chances of loss of life and property due to community and racial unrest. The new alert system is based on the South Carolina Emergency Management Division’s system that provides for alert designation for internal and external emergencies across the state. The three levels of operation are: Level 3: Normal Operations; Level 2: Enhanced Level of Awareness/Alert; and Level 1: Eminent Loss of Life and Property. SHAC’s alert system for the Community Relations Division would be delivered in the same six geographical areas that are used by the South Carolina Emergency Management Division.

In addition to these new initiatives and in consideration of the social and racial unrest that took place during the last two months of the SFY2019-20, the Community Relations Division initiated dialogue through virtual meetings with protest leaders from across the state. This initiative allowed the protest leaders with similar concerns to: 1) build relationships among the various communities; 2) work in a productive manner to address their concerns; and 3) promote constructive change to enhance race relations through proper communication with state leaders. The Commission coordinated two separate virtual meetings: one with Chief Mark Keel of the State Law Enforcement Division (SLED), and another with members of the General Assembly to speak with protest leaders from across the state.

The Community Relations Division maintains an informal partnership with the United States Department of Justice, Office of Community Relations Service (Atlanta Office) for technical support regarding matters of race and community relations. Additionally, the Community Relations Division is responsible for conducting investigations in compliance with the South Carolina Public Accommodations Law. During SFY 2019-2020, 31 cases were closed under Statute 1-13-90 (e) and the Public Accommodations Law, in comparison to 29 closed during SFY18-19.

Major Achievements in the Program Area of Compliance Programs/ “Elimination” of Unlawful Discrimination

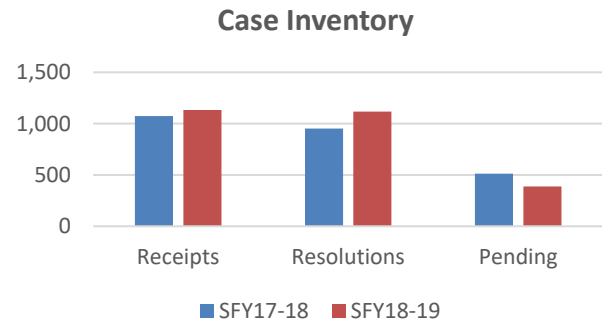
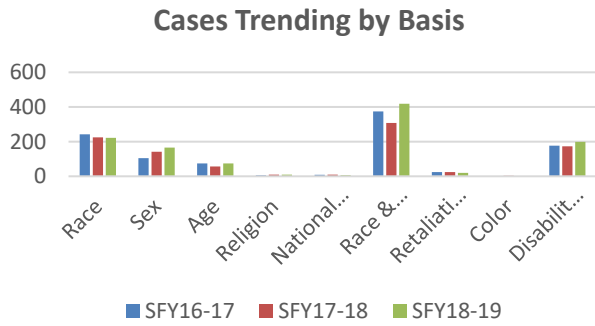
Under the program budget area of Compliance Programs is found the following functions: Equal Employment Opportunity (EEO) Intake, EEO Investigations, Fair Housing Intake and Investigations, and Legal Services/ Mediation/Conciliations.

1) Equal Employment Opportunity (EEO) Intake Department

During SFY19-20, the EEO Intake Department received approximately **3,687** contacts. In response, **834** questionnaires were mailed to citizens desiring to file discrimination charges; **1,285** questionnaires were returned through U.S. mail and through on-line services; **734** formal charges of discrimination were perfected and signed by Complainants; **629** charges of discrimination were retained by the Commission for investigation; **105** charges were waived to other agencies for investigation primarily due to lack of SCHAC jurisdiction; and additionally, the EEOC waived **240** cases to SCHAC.

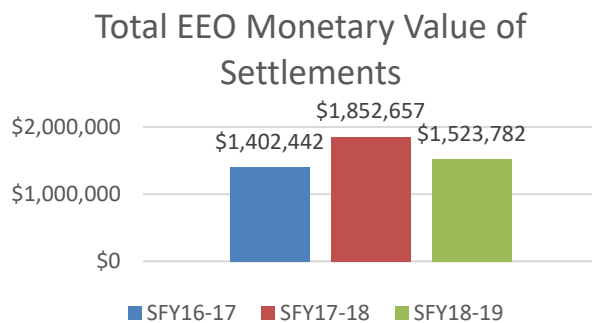
2) EEO Enforcement Investigations

During SFY19-20, a total of 912 employment discrimination complaints were received for investigation from the Intake Department or transferred to SCHAC from the EEOC. This resulted in 901 final actions taken by the Commission. Of those final actions: 182 were based on race; 129 were based on sex; 159 were based on disability; 49 were based on age; 9 were based on religion; 6 were based on national origin; 26 were based on retaliation; 3 were based upon color; and, 338 were based on multiple bases (*e.g.*, race, sex, and retaliation, or religion and national origin, etc.). The number of final actions or closures from the previous year decreased by 216 and the pending inventory decreased by 90 cases.



Cases Trending by Basis			
	SFY16-17	SFY17-18	SFY18-19
Race	242	225	222
Sex	105	142	166
Age	74	57	74
Religion	6	10	10
National Origin	9	10	7
Race & Sex/Multiple	374	308	419
Retaliation	24	24	20
Color	1	3	0
Disability/ADA	177	173	199

Final Actions or closures issued by the Commission during SFY19-20 are: 122 Administrative Closures (including 12 Potential Cause Determinations forwarded to the EEOC for additional processing); 637 No Cause Determinations; and 142 Conciliations/Settlements. The total monetary value of settlements achieved for the charging parties was \$2,065,371.



During federal fiscal year ending September 30, 2019, the Commission successfully completed a contract with the EEOC to investigate 921 cases, an increase of 59 investigations from the previous EEO federal contract.

3) Fair Housing Intake and Investigations

The Fair Housing Department prevents discrimination through education and outreach to communities around the State and investigates complaints of housing discrimination on the basis race, color, sex, religion, national origin, disability, and familial status. To resolve these complaints, the Fair Housing Department may mediate or conciliate cases on behalf of the complainant and the respondent. If the respondent has violated

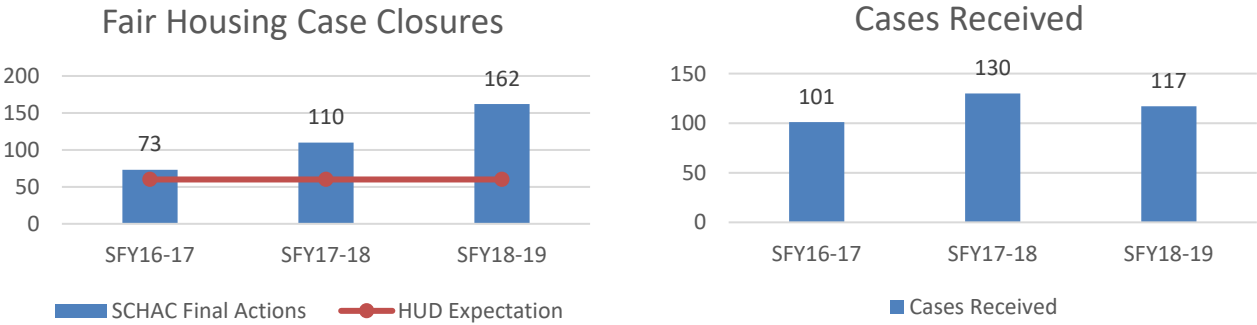
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the Fair Housing Law, the Commission’s Legal Department must litigate a case in court or hold an administrative hearing on behalf of the aggrieved complainant.

The Fair Housing Department works with the United States Department of Housing & Urban Development (HUD). Performance standards for the Fair Housing Assistance Program (FHAP) require agencies to process a "reasonable number" of complaints. Specifically, 24 C.F.R. § 115.206(e)(7) states: “The agency must demonstrate that it receives and processes a reasonable number of complaints cognizable under both the federal Fair Housing Act and the agency’s fair housing statute or ordinance. The reasonable number will be determined by HUD based on all relevant circumstances including, but not limited to, the population of the jurisdiction that the agency serves, the length of time that the agency has participated in the FHAP, and the number of complaints that the agency has received and processed in the past.”

Based on South Carolina’s population, HUD expects the Commission to close at least 60 cases per fiscal year. During SFY19-20, the Fair Housing Department completed 147 cases. The Fair Housing Department has consistently exceeded performance over the past three contact years and continued this success despite the pandemic. During SFY19-20, the HUD revenue is estimated to be \$571,395.00, after vouchering for \$477,647.00 and \$592,695.00 during the prior two fiscal years. The Fair Housing Department closed 41% of the cases within 100 days. As a result of these successes, HUD has renewed the Memorandum of Understanding with the Commission. This is the third time (three consecutive years) in the Commission’s history that over 100 housing cases have been closed during the state fiscal year.

During SFY19-20, SCHAC received 113 new housing cases.



4) Legal, including Mediation/Conciliation

The Legal Department, which (among other functions) carries out the agency’s mission through the enforcement provisions of the Commission’s laws, instituted nine (9) housing hearings related to ‘for cause’ investigations this fiscal year, three (3) of which were removed to state Circuit Court at the election of a party. In employment, two (2) hearings were instituted against state agencies in ‘for cause’ matters. During the fiscal year, the Commission received Thirteen Thousand (\$13,000) Dollars in civil penalties as awards obtained by the legal department in matters it resolved. Mediations are important because they give the charging party and the respondent an opportunity to resolve their issues and come to mutually agreed terms in settling the matter without a full investigation or court involvement. Out of 111 mediations, 71 complaints were successfully mediated for a total of \$930,067.00 during SFY19-20. This represents a \$484,706.00 increase from the previous year. The remaining 40 cases continued to full investigation.

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Major Achievements in Administration:

For the first time in eight years, the Commission is being led by a new agency head who was interviewed by the Board of Commissioners and selected by the Governor. With the arrival of a new leader in January 2020 came a new vision and opportunities for the agency. After six (6) months of leadership during the SFY2019-20, the new Commissioner/CAO implemented state recommendations and created new agency operating policies and procedures to address the COVID-19 pandemic. With most staff continuing to work from home, these new procedures have permitted the agency to accomplish its mission and remain focused, thereby allowing the staff to accomplish the work that is recorded in this report. In addition to the accomplishments in the program areas, additional goals, strategies, and objectives obtained through the efforts of Administration this past year included: the consistent use of the EPMS on an annual universal date; monthly management meetings where there was a review of expectations and standards; increased customer awareness through press opportunities and media advertisements; partnering with three federal agencies; and implementing the following administrative support functions: budgeting, accounts payable, and reporting; clean state and federal audits; human resource management; procurement; building services and maintenance; and the implementation of other services to ensure the smooth operation of the agency on a day-to-day bases.

Internal and External Factors Affecting the Commission’s Performance:

Internal:

As noted in discussions with the South Carolina House Legislative Oversight Committee in 2017, the Commission is working to improve the retention rate of employees who are regularly hired by other larger state agencies/private sector employers able to pay more. The financial burden of hiring and training an employee to become efficient, only to lose the employee to another entity that pays more is a dilemma. To retain the current work force, the Commission allows qualified employees to work from home; allows variable and compressed schedules to create greater work/life balance; provides financial/bonus incentives for quality work; and issued a policy to allow new parents to bring their infants to work for the first six months of the newborn’s life to allow bonding between parent and child, which reduces daycare cost for families (with guidelines to prevent disruption for co-workers). While these employee retention initiatives help employees at the Commission, leadership is working to increase salaries to remain competitive with other State agencies and the private sector.

The Commission still suffers from the effects of the Great Recession of 2008. From 2008 through 2012, the SHAC laid-off more than half its employees. The Community Relations Division had no assigned staff and other areas of the office suffered deep staff reductions. To help the agency remain operational, employees endured prolonged pay cuts and assumed additional functions to keep the agency operational. The structure and functions of the organization were realigned to accommodate the cuts. Today, the agency needs to be restructured for proficiency and effectiveness, and additional FTE’s and recurring funding are needed to properly fund the “prevention” functions and other areas of the office.

External:

Oftentimes, the SCHAC finds itself unable to fashion an appropriate remedy to address unlawful discrimination. In the South Carolina House Legislative Oversight Committee Report (2018), the Committee recommended the agency be authorized to promulgate a regulation outlining relief that may be awarded by a SCHAC Board panel for public accommodations discrimination, as well as refine the Equal Enjoyment and Privileges to Public Accommodations Law, to protect against discrimination on other bases by amending S.C. Code § 45-9-10(A). Finally, it was recommended that the General Assembly should empower SCHAC to investigate charges of public accommodations discrimination by amending S.C. Code § 45-9-40 and §45-9-80. For the full recommendation of the Legislative Oversight Committee, please see the Study of the Human Affairs Commission.

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(https://scstatehouse.gov/CommitteeInfo/HouseLegislativeOversightCommittee/AgencyWebpages/HumanAffairsCommission/Full_Committee_Study-SCHAC.PDF, page 7).

Based on the 2018 House Legislative Oversight Committee’s recommendation, it was recommended that the General Assembly amend the S.C. Code § 1-13-90(d)(6) to provide a complainant adequate opportunity to file a civil suit following a SCHAC investigation. For the full recommendation of the Legislative Oversight Committee, please see the Study of the Human Affairs Commission

(https://scstatehouse.gov/CommitteeInfo/HouseLegislativeOversightCommittee/AgencyWebpages/HumanAffairsCommission/Full_Committee_Study-SCHAC.PDF, page 8).

It also was recommended by the House Legislative Oversight Committee’s that the General Assembly amend S.C. Code Ann. § 31-21-140(A) to increase legislative clarity so the Commission will know if it should file suit in State courts after a year from the date of alleged violation or some later time (if the charging party or respondent elects for a lawsuit instead of an Administrative Hearing), and to be consistent with the Fair Housing Act.

These are matters of the law that must be addressed by the General Assembly to give citizens more opportunities for redress when they file an allegation of unlawful discrimination with the SCHAC.

Restructuring Recommendations: N/A

Risk Assessment and Mitigation Strategies:

Listed below are matters that could hamper the SCHAC from accomplishing its goals and objectives and negatively impact services to the public.

Internal to SCHAC:

- Health Risk/Poor Air Flow and Failing Foundation

Negative Impact to Public/Staff – Limit time in building, especially during pandemic

Nature/Level of Help Needed – DOA contract services to replace air-flow systems in building, and repair foundation in Board Room and Break Area to prevent water entering building

General Assembly Response – 1) Provide DOA with capital improvement funds to address foundation problems, thus mitigating ground water issues contributing to toxic mold, mildew, and other respiratory issues impacting the staff and the public. The DOA is scheduled to have replacement air-flow system work started in January 2021.
2) Funds to relocate to another building due to inability to fix foundation problems because of associated cost issues

- IT/Loss of Connectivity - Due to the likelihood that more personnel may choose to continue working from home after the pandemic because of unhealthy building, it is incumbent upon the SCHAC to ensure that all staff have suitable broadband capacity, secure technology, and office space and furniture to support on-going work from home.

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Negative Impact to Public/Staff – Broadband Failure

Nature/Level of Help Needed – DOA technology security support

General Assembly Response - None

- Financial – The uncertainty of whether the SCHAC will receive additional funding to address the civil and racial issues affecting our state remains unanswered due to the revenue shortfall attributed to the COVID – 19 Pandemic. This inability to help local communities properly respond due to lack of sufficient funding/staffing could seriously cause damage to property and loss of life.

Negative Impact to Public – Minimal on the ground coverage to communities

Nature/Level of Help Needed – Increased FTE’s and funding

General Assembly Response – 1) Emergency funding for Community Relations Program
 2) Help establish Community Relation Councils in districts
 3) Meet with law enforcement and protest leaders to find common ground to maintain peace/harmony in state

External to SCHAC:

- Demonstrations/Civil Disturbance - Unfortunately, South Carolina, like other parts of the country, is not immune to police brutality, protest (violent and non-violent), far right and far left extremists, tragic incidents of racism leading to death, and other forms of unlawful discrimination.

Negative Impact to Public – Fear in schools, workplaces, and communities

Nature/Level of Help Needed – Partnerships with Community Leaders and Protestors

General Assembly Response - 1) Emergency funding for Community Relations Program
 2) Help establish Community Relation Councils in districts
 3) Meet with law enforcement and protest leaders to find common ground to maintain peace/harmony in state

Law enforcement can squash unrest and clear the streets, but it takes people through respect, dialogue, and empathy to maintain peace in their own communities.

- Workplace/Safety Risk – the SCHAC has always handled disturbances from people unhappy with the outcome of a decision made by the agency. The agency limits access to the agency and staff personnel in several ways. However, as the profile of the agency is raised to address current issues of community and racial unrest, it exposes the public and SCHAC staff to increased acts of violence

Negative Impact to Public/Staff – Safety Concerns and Disruption to Workflow

Nature/Level of Help Needed – Increase Rotation of State House Security Personnel

General Assembly Response – 1) New FTE for Security Officer On-site

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- 2) Increase Rotation of State House security personnel
- 3) Provide funds to hire contractual security personnel

Conclusion

Not in recent times has the country been so divided politically and racially. The work of this agency stirs up strong feelings regardless of what side of the political or racial divide one finds themselves. Some feel we do too much, while others feel we don't do enough. Some think we are no longer needed, while others feel just the opposite. Depending upon who you ask, people will tell you we find for the complainants all the time. If you ask another group, they will tell you we always find for the respondent. Both would of course be wrong. However, what is correct is that the SCHAC must always handle all complaints in an impartial manner and uphold its responsibility to remain a neutral fact-finding agency.

The work of this agency has the potential to impact every person in the state because most people will be employed and need housing at some point in their adult life. Everyone has a race, color, sex, and national origin. If one lives to age 40, he/she will automatically be protected from age discrimination. Additionally, a person may or may not have a disability or a religious affiliation. Regardless, the fair employment practice laws protect persons from disability and religious discrimination.

The work of the SCHAC helps everyone. When people have disagreements in the workplace, the SCHAC provides an opportunity for people to resolve their issues in a fair and non-violent manner. We contend that workforce violence is minimized because of the presence of the Commission. Disputes can be resolved without a long drawn out process. SCHAC's presence as an administrative agency limits the need for adjudication of matters in the court system. Additionally, the help and presence of the Community Relations staff across the state and in communities, has the potential to address discord and racial problems early. These kinds of Community Relation activities help people remember how and when people of all races came together, to help each other recover from disasters such as: hurricanes, tornadoes, river flooding, fires, train accidents and derailments, the 100 Year Flood, etc.; everybody helping everybody, thereby promoting harmony and the betterment of human affairs for all citizens across the State. This is the South Carolina we all love and one worth fighting for!

The economic and social transformation which the State has achieved in modern times will continue to be successful if State government consistently prioritizes the principles on which SCHAC was founded: the belief that all people have the right to equal employment opportunities, fair housing, access to public accommodations and equal justice for all.

Agency Name: HUMAN AFFAIRS COMMISSION

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Strategic Planning and Performance Measurement Template

Statewide Enterprise Strategic Objective	Type	Item #			Description	2019-20			Time Applicable	Data Source and Availability	Calculation Method	Meaningful Use of Measure
		Goal	Strategy	Measure		Base	Target	Actual				
Maintaining Safety, Integrity and Security	G	1.0.0			Enhance the reputation of the State as a diverse and inclusive community by preventing discrimination through training, outreach and community relations							
	S	1.1.0			Train stakeholders to prevent discrimination							
	M		1.1.1		Number of External Training Attendees - Housing	245	257	193	7/1/2019-6/30/2020	SCHAC Activity Reports - Count Monthly		Provides data on the efforts of the Commission to reduce discrimination in Housing
	M		1.1.2		Number of External Training Attendees - Employment	3802	3992	1145	7/1/2019-6/30/2020	SCHAC Activity Reports - Count Monthly		Provides data on the efforts of the Commission to reduce discrimination in Employment
	M		1.1.3		Invitations to provide additional training to agencies/businesses by referral within State Fiscal Year	N/A	12	8	7/1/2019-6/30/2020	SCHAC Activity Reports - Count Monthly		Provides data on the efforts of the Commission to reduce discrimination in Employment
	S	1.2.0			Conduct a computer analysis of each Agency's hiring and promotion							
	M		1.2.1		100% of required State agencies meet 70% of their employment goals for minorities and women based on availability estimates of the qualified labor pool	97%	100%	98%	7/1/2019-6/30/2020	Annual Report to General Assembly	CAAMS	Adherence to SC Laws
	M		1.2.2		Provide technical assistance to 100% of Agencies requiring assistance with goal attainment in their Affirmative Action Plans	100%	100%	100%	7/1/2019-6/30/2020	SCHAC Activity Reports - Monthly	Number of agencies requesting assistance / Responses to agencies	Data on the affirmative action goals for the State of South Carolina in providing equal employment opportunities
	M		1.2.3		Monitor 100% of Agencies who have not met the State goal attainment for Affirmative Action Plans	100%	100%	100%	7/1/2019-6/30/2020	SCHAC Activity Reports - Monthly	Number of non-compliant agencies assisted / Number of non-compliant agencies	Data on the affirmative action goals for the State of South Carolina in providing equal employment opportunities
	S	1.3.0			Provide outreach and community relations opportunities to promote							
	M		1.3.1		Number of Outreach Opportunities each SFY - Public	1163	1221	1458	7/1/2019-6/30/2020	SCHAC Activity Reports - Count Monthly		Promote harmony in community and prevent discrimination
	M		1.3.2		Number of Outreach Opportunities each SFY - Professionals	312	328	171	7/1/2019-6/30/2020	SCHAC Activity Reports - Count Monthly		Promote harmony in community and prevent discrimination
	M		1.3.3		Number of clicks to agency website links received through media advertisements	1634	1716	2652	7/1/2019-6/30/2020	SCHAC Activity Reports - Count Monthly		Promote harmony in community and prevent discrimination
Maintaining Safety, Integrity and Security	G	2.0.0			Eliminate Employee Discrimination through Enforcement of the Human Affairs Law							
	S	2.1.0			Implement an efficient processing system for Employment discrimination complaints							
	M		2.1.1		Close 80% of carried forward inventory and cases received in SFY 2019-20	99%	80%	69%	7/1/2019-6/30/2020	Compliance Program Monthly Activity Report	Cases Closed / (Pending Inventory + Cases Received)	Provides data to ensure timely resolution rates.
	M		2.1.2		95% or more of closures initially accepted by the EEOC during the SFY	99%	95%	100%	7/1/2019-6/30/2020	Compliance Program Monthly Activity Report	Cases Initially Accepted by EEOC / Cases Closed	Provides data on the quality of Employment cases.
	S	2.2.0			Enforce compliance with agreements/settlements and legal orders through monitoring							
	M		2.2.1		Review 100% of agreements/settlements annually	100%	100%	100%	7/1/2019-6/30/2020	SCHAC Activity Reports - Monthly	Number reviewed / Number of orders	Provides data on the efforts of the Commission to verify compliance
	M		2.2.2		Review 100% of legal orders annually	100%	100%	100%	7/1/2019-6/30/2020	SCHAC Activity Reports - Monthly	Number reviewed / Number of orders	Provides data on the efforts of the Commission to verify compliance
	M		2.2.3		Enforce 100% of legal orders against respondents who fail to comply, as needed	100%	100%	100%	7/1/2019-6/30/2020	SCHAC Activity Reports - Monthly	Number of enforcements / Number of orders	Provides data on the efforts of the Commission to compel compliance
	S	2.3.0			Encourage conciliated resolutions between charging parties and							

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Strategic Planning and Performance Measurement Template

Statewide Enterprise Strategic Objective	Type	Item #			Description	2019-20			Time Applicable	Data Source and Availability	Calculation Method	Meaningful Use of Measure
		Goal	Strategy	Measure		Base	Target	Actual				
	M		2.3.1		Utilize the mediators for 10% of our employment cases	16%	10%	14%	7/1/2019-6/30/2020	Mediation Monthly Report	Number held / Number Closed	Provides data on the efforts of the Commission to utilize alternative dispute resolution
	M		2.3.2		Employment Investigators negotiate settlement for 10% of their employment cases	7%	10%	16%	7/1/2019-6/30/2020	Compliance Program State Report and Mediation Report	Cases Settled by Employment Investigators / Cases Completed	Provides data on the efforts of the Commission to utilize alternative dispute resolution
	M		2.3.3		Mediators have a 50% success rate for mediations scheduled	53%	50%	65%	7/1/2019-6/30/2020	Mediation Monthly Report	Successful / Held	Provides data on the efforts of the Commission to utilize alternative dispute resolution
Maintaining Safety, Integrity and Security	G	3.0.0	Eliminate Housing Discrimination through Enforcement of the Fair Housing Law									
	S	3.1.0	Implement an efficient processing system for Housing discrimination complaints									
	M		3.1.1		Close 80% of cases received in SFY 2019-20	129%	80%	112%	7/1/2019-6/30/2020	Status of Fair Housing Complaint Activity Report	Cases Closed / Cases Received	Provides data to ensure timely resolution rates.
	M		3.1.2		85% or more of closures accepted by HUD during the SFY	100%	85%	100%	7/1/2019-6/30/2020	Status of Fair Housing Complaint Activity Report	Cases Accepted by HUD / Cases Closed	Provides data on the quality of Housing cases.
	S	3.2.0	Promote settlements/agreements and ensure compliance with settlements/agreements through monitoring									
	M		3.2.1		Conciliate more than 20% of Housing cases	27%	20%	20%	7/1/2019-6/30/2020	Status of Fair Housing Complaint Activity Report	Cases Conciliated / Cases Closed	Provides data on the efforts of the Commission to utilize alternative dispute resolution
	M		3.2.2		Review 100% of conciliations annually and audit respondents	100%	100%	100%	7/1/2019-6/30/2020	Housing Department	Number of conciliations / Monthly audits	Provides data on the follow through of respondents of conciliated cases
Education, Training, and Human Development	G	4.0.0	Increase the efficiencies and effectiveness of the Commission through training and employee retention									
	S	4.1.0	Increase the efficiencies of the Employment Enforcement Division									
	M		4.1.1		Number of Internal Training Attendees - Employment	310	326	132	7/1/2019-6/30/2020	Sign in sheets	Count	Provides data on the Commission's effort to improve efficiencies through training
	M		4.1.2		Decrease the average charge age to improve processing times	221	180	201	7/1/2019-6/30/2020	EEOC Pending Inventory Report	IMS	Provides data on the Commission's effort to improve efficiencies achieved through training and retention
	S	4.2.0	Increase the efficiencies of the Fair Housing Division									
	M		4.2.1		Number of Internal Training Attendees - Housing	N/A	60	83	7/1/2019-6/30/2020	Sign in sheets	Count	Provides data on the Commission's effort to improve efficiencies through training
	M		4.2.2		Decrease the average charge age to improve processing times	154	100	177	7/1/2019-6/30/2020	HEMS	HEMS	Provides data on the Commission's effort to improve efficiencies achieved through training and retention
	S	4.3.0	Increase the effectiveness and efficiency of the Commission through employee retention									
	M		4.3.1		Employee Turnover Rate	20%	5%	13%	7/1/2019-6/30/2020	Quarterly Human Resources Update for Board	Number of Employees Leaving Commission / FTE's	Reduction in the costs to onboard/train new employees and to keep internal efficiencies

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Statewide Enterprise Strategic Objective	Type	Item #			Description	2019-20			Time Applicable	Data Source and Availability	Calculation Method	Meaningful Use of Measure
		Goal	Strategy	Measure		Base	Target	Actual				
	M		4.3.2		Increase average employee salary to increase employee retention	85%	100%	91%	7/1/2019-6/30/2020	Employee Salary and Statewide Classified Paybands	Average Employee Salary / Average Midpoint of State Paybands	Reduction in the costs to onboard/train new employees and to keep internal efficiencies

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Statewide Enterprise Strategic Objective	Type	Item #			Description	Base	2020-21 Target	Actual	Time Applicable	Data Source and Availability	Calculation Method	Meaningful Use of Measure
		Goal	Strategy	Measure								
Maintaining Safety, Integrity and Security	G	1.0.0			Enhance the reputation of the State as a diverse and inclusive community by							
	S	1.1.0			Train stakeholders to prevent discrimination							
	M		1.1.1	Number of External Training Attendees - Housing	193	257		7/1/2020-6/30/2021	SCHAC Activity Reports - Count Monthly		Provides data on the efforts of the Commission to reduce discrimination in Housing	
	M		1.1.2	Number of External Training Attendees - Employment	1,145	3992		7/1/2020-6/30/2021	SCHAC Activity Reports - Count Monthly		Provides data on the efforts of the Commission to reduce discrimination in Employment	
	M		1.1.3	Invitations to provide additional training to agencies/businesses by referral within State Fiscal Year	8	12		7/1/2020-6/30/2021	SCHAC Activity Reports - Count Monthly		Provides data on the efforts of the Commission to reduce discrimination in Employment	
	S	1.2.0			Conduct a computer analysis of each Agency's hiring and promotion							
	M		1.2.1	100% of required State agencies meet 70% of their employment goals for minorities and women based on availability estimates of the qualified labor	98%	100%		7/1/2020-6/30/2021	Annual Report to General Assembly	CAAMS	Adherence to SC Laws	
	M		1.2.2	Provide technical assistance to 100% of Agencies requiring assistance with goal attainment in their Affirmative Action Plans	100%	100%		7/1/2020-6/30/2021	SCHAC Activity Reports - Monthly	Number of agencies requesting assistance / Responses to agencies	Data on the affirmative action goals for the State of South Carolina in providing equal employment opportunities	
	M		1.2.3	Monitor 100% of Agencies who have not met the State goal attainment for Affirmative Action Plans	100%	100%		7/1/2020-6/30/2021	SCHAC Activity Reports - Monthly	Number of non-compliant agencies assisted / Number of non-compliant agencies	Data on the affirmative action goals for the State of South Carolina in providing equal employment opportunities	
	S	1.3.0			Provide outreach and community relations opportunities to promote							
	M		1.3.1	Number of Outreach Opportunities each SFY - Public	1,458	1221		7/1/2020-6/30/2021	SCHAC Activity Reports - Monthly	Count	Promote harmony in community and prevent discrimination	
	M		1.3.2	Number of Outreach Opportunities each SFY - Professionals	171	328		7/1/2020-6/30/2021	SCHAC Activity Reports - Monthly	Count	Promote harmony in community and prevent discrimination	
	M		1.3.3	Number of clicks to agency website links received through media advertisements	2,652	1716		7/1/2020-6/30/2021	SCHAC Activity Reports - Monthly	Count	Promote harmony in community and prevent discrimination	
Maintaining Safety, Integrity and Security	G	2.0.0			Eliminate Employee Discrimination through Enforcement of the Human							
	S	2.1.0			Implement an efficient processing system for Employment							
	M		2.1.1	Close 80% of carried forward inventory and cases received in SFY 2019-20	69%	80%		7/1/2020-6/30/2021	Compliance Program Monthly Activity Report	Cases Closed / (Pending Inventory + Cases Received)	Provides data to ensure timely resolution rates.	
	M		2.1.2	95% or more of closures initially accepted by the EEOC during the SFY	100%	95%		7/1/2020-6/30/2021	Compliance Program Monthly Activity Report	Cases Initially Accepted by EEOC / Cases Closed	Provides data on the quality of Employment cases.	
	S	2.2.0			Enforce compliance with agreements/settlements and legal orders							
	M		2.2.1	Review 100% of agreements/settlements annually	100%	100%		7/1/2020-6/30/2021	SCHAC Activity Reports - Monthly	Number reviewed / Number of orders	Provides data on the efforts of the Commission to verify compliance	
	M		2.2.2	Review 100% of legal orders annually	100%	100%		7/1/2020-6/30/2021	SCHAC Activity Reports - Monthly	Number reviewed / Number of orders	Provides data on the efforts of the Commission to verify compliance	
	M		2.2.3	Enforce 100% of legal orders against respondents who fail to comply, as needed	100%	100%		7/1/2020-6/30/2021	SCHAC Activity Reports - Monthly	Number of enforcements / Number of orders	Provides data on the efforts of the Commission to compel compliance	
	S	2.3.0			Encourage conciliated resolutions between charging parties and							
	M		2.3.1	Utilize the mediators for 10% of our employment cases	14%	10%		7/1/2020-6/30/2021	Mediation Monthly Report	Number held / Number Closed	Provides data on the efforts of the Commission to utilize alternative dispute resolution	
	M		2.3.2	Employment Investigators negotiate settlement for 10% of their employment cases	16%	10%		7/1/2020-6/30/2021	Compliance Program State Report and Mediation Report	Cases Settled by Employment Investigators / Cases Completed	Provides data on the efforts of the Commission to utilize alternative dispute resolution	

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Statewide Enterprise Strategic Objective	Type	Item #			Description	Base	2020-21 Target	Actual	Time Applicable	Data Source and Availability	Calculation Method	Meaningful Use of Measure
		Goal	Strategy	Measure								
	M		2.3.3		Mediators have a 50% success rate for mediations scheduled	65%	50%		7/1/2020-6/30/2021	Mediation Monthly Report	Successful / Held	Provides data on the efforts of the Commission to utilize alternative dispute resolution
Maintaining Safety, Integrity and Security	G	3.0.0	Eliminate Housing Discrimination through Enforcement of the Fair Housing									
	S		3.1.0	Implement an efficient processing system for Housing discrimination								
	M		3.1.1		Close 80% of cases received in SFY 2019-20	112%	80%		7/1/2020-6/30/2021	Status of Fair Housing Complaint Activity Report	Cases Closed / Cases Received	Provides data to ensure timely resolution rates.
	M		3.1.2		85% or more of closures accepted by HUD during the SFY	100%	85%		7/1/2020-6/30/2021	Status of Fair Housing Complaint Activity Report	Cases Accepted by HUD / Cases Closed	Provides data on the quality of Housing cases.
	S		3.2.0	Promote settlements/agreements and ensure compliance with								
	M		3.2.1		Conciliate more than 20% of Housing cases	20%	20%		7/1/2020-6/30/2021	Status of Fair Housing Complaint Activity Report	Cases Conciliated / Cases Closed	Provides data on the efforts of the Commission to utilize alternative dispute resolution
	M		3.2.2		Review 100% of conciliations annually and audit respondents	100%	100%		7/1/2020-6/30/2021	Housing Department	Number of conciliations / Monthly audits	Provides data on the follow through of respondents of conciliated cases
Education, Training, and Human Development	G	4.0.0	Increase the efficiencies and effectiveness of the Commission through									
	S		4.1.0	Increase the efficiencies of the Employment Enforcement Division								
	M		4.1.1		Number of Internal Training Attendees - Employment	132	326		7/1/2020-6/30/2021	Sign in sheets	Count	Provides data on the Commission's effort to improve efficiencies through training
	M		4.1.2		Decrease the average charge age to improve processing times	201	180		7/1/2020-6/30/2021	EEOC Pending Inventory Report	IMS	Provides data on the Commission's effort to improve efficiencies achieved through training and retention
	S		4.2.0	Increase the efficiencies of the Fair Housing Division								
	M		4.2.1		Number of Internal Training Attendees - Housing	83	60		7/1/2020-6/30/2021	Sign in sheets	Count	Provides data on the Commission's effort to improve efficiencies through training
	M		4.2.2		Decrease the average charge age to improve processing times	177	100		7/1/2020-6/30/2021	HEMS	HEMS	Provides data on the Commission's effort to improve efficiencies achieved through training and retention
	S		4.3.0	Increase the effectiveness and efficiency of the Commission through								
	M		4.3.1		Improve the efficiency of the Commission by decreasing the Employee Turnover Rate	13%	5%		7/1/2020-6/30/2021	Quarterly Human Resources Update for Board	Number of Employees Leaving Commission / FTE's	Reduction in the costs to onboard/train new employees and to keep internal efficiencies
	M		4.3.2		Ensure adherence to all Generally Accepted Accounting Principles (GAAP) by successfully completing the State audit with minimal audit exceptions	-	0%		7/1/2020-6/30/2021	Audit report from the Office of State Auditors	Count	Provides data on the fiscal responsibility of the Commission

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Program Template

Program/Title	Purpose	FY 2019-20 Expenditures (Actual)				FY 2020-21 Expenditures (Projected)				Associated Measure(s)
		General	Other	Federal	TOTAL	General	Other	Federal	TOTAL	
I. Administration	To provide administrative direction, control, and support for the Agency	\$ 845,898	\$ (453)	\$ -	\$ 845,445	\$ 880,425	\$ -	\$ -	\$ 880,425	4.3.1, 4.3.2
					\$ -				\$ -	
					\$ -				\$ -	
II. Consultative Services	To provide technical services, training, and equal opportunity, community relations, and consulting services	\$ 260,487	\$ (2,138)	\$ -	\$ 258,349	\$ 250,757	\$ -	\$ -	\$ 250,757	1.1.2, 1.1.3, 1.2.1, 1.2.2, 1.2.3, 1.3.1, 1.3.2, 1.3.3
					\$ -				\$ -	
					\$ -				\$ -	
III. Compliance Programs	To enforce State laws prohibiting employment, housing, and public accommodations discrimination	\$ 947,668	\$ 477,865	\$ 255,190	\$ 1,680,723	\$ 898,729	\$ 464,726	\$ 268,169	\$ 1,631,624	1.1.1, 1.1.2, 1.1.3, 1.3.1, 1.3.2, 1.3.3, 2.1.1, 2.1.2, 2.2.1, 2.2.2, 2.2.3, 2.3.1, 2.3.2, 2.3.3, 3.1.1, 3.1.2, 3.2.1, 3.2.2, 4.1.1, 4.1.2, 4.2.1, 4.2.2
					\$ -				\$ -	
					\$ -				\$ -	
IV. Employer Contributions	Fringe benefits including health insurance and retirement	\$ 586,573	\$ 147,472	\$ 79,638	\$ 813,683	\$ 666,748	\$ 169,088	\$ 86,404	\$ 922,240	

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Legal Standards Template

Item #	Law Number	Jurisdiction	Type of Law	Statutory Requirement and/or Authority Granted	Does this law specify who your agency must or may serve? (Y/N)	Does the law specify a product or service your agency must or may provide?	If yes, what type of service or product?	If other service or product, please specify what service or product.
1	1-13-20. Declaration of policy.	State	Statute	Establishes that discrimination is unlawful and declares that the Agency was created by the General Assembly to promote harmony, and eliminate and prevent discrimination on the basis of race, religion, color, sex, age, national origin, or disability.	No	No - But relates to manner in which one or more agency deliverables is provided		
2	1-13-30. Definitions.	State	Statute	Provides definitions for terms within the Human Affairs Law, which help to establish the jurisdiction of and guidance to the Agency.	No	No - But relates to manner in which one or more agency deliverables is provided		
3	1 - 13 - 40. Creation of South Carolina Commission on Human Affairs.	State	Statute	Establishes the Commission (Board) and provides guidance on members who may be selected for the Board, and the appropriate methods of voting.	Yes	Yes	Board, commission, or committee on which someone from our agency must/may serve	
4	1-13-50. Commissioner and personnel.	State	Statute	Guides the Commission Board on selection of an Agency Head and additional staff.	No	No - But relates to manner in which one or more agency deliverables is provided		
5	1-13-60. Duties of chairman and vice-chairman.	State	Statute	Commands the Chairman to act as the presiding officer at meetings of the Commission and states that he shall promote the orderly transaction of its business.	No	No - But relates to manner in which one or more agency deliverables is provided		
6	1-13-70. Powers of Commission.	State	Statute	Explains the Commission's powers, including (1) the ability to maintain an office or offices; (2) the ability to adopt bylaws; (3) the authority to promulgate regulations related to the	Yes	Yes	Other service or product our agency must/may provide	Adjudication of discrimination investigations
7	1-13-80. Unlawful employment practices; exceptions.	State	Statute	Establishes various unlawful employment practices, which the Commission has the power to investigate, and exceptions thereto. Requires notices to be posted at employers' businesses.	Yes	Yes	Other service or product our agency must/may provide	Adjudication of discrimination investigations
8	1-13-85. Medical examinations and inquiries.	State	Statute	Establishes various unlawful employment practices related to medical inquiries and examinations which the Commission has the power to investigate.	No	No - But relates to manner in which one or more agency deliverables is provided		
9	1-13-90. Complaints, Investigations, Hearings and Orders.	State	Statute	Establishes the means by which the Commission may accept charges of discrimination and investigate the same. This section establishes the subpoena power of the Agency regarding	Yes	Yes	Other service or product our agency must/may provide	Adjudication of discrimination investigations
10	1-13-100. Construction and Application of Chapter.	State	Statute	Limits the construction and application of the Human Affairs Law to those things which violate the law per section S.C. Code Ann. § 1-13-90; that violate Title VII of the Civil Rights Act of 1964, as amended, 42 U. S. C. Section 2000e et seq.; that violate the Age	No	No - But relates to manner in which one or more agency deliverables is provided		
11	1-13-110. Affirmative Action Plans by State Agencies; Approval by Commission; Action by General Assembly.	State	Statute	Requires that each State agency shall develop an Affirmative Action Plan to assure equitable employment for members of minorities and shall present the plans to the Agency on or by February 1 of each year. The Commission reports to the Department of Administration if a	Yes	Yes	Report our agency must/may provide	
12	41-1-130.	State	Statute	Requires employers to make reasonable efforts to provide workers with reasonable unpaid break time and space to express milk at work.	Yes	Yes	Other service or product our agency must/may provide	Adjudication of discrimination investigations
13	65-1 Definitions.	State	Regulation	Provides definitions for terms within the Human Affairs Law regulations, which help to establish the jurisdiction of and guidance to the Agency.	No	No - But relates to manner in which one or more agency deliverables is provided		
14	65-2 Complaint.	State	Regulation	Governs the requirements for the Agency's acceptance and retention of formal complaints of discrimination under the Human Affairs Law. Provides for circumstances in which a complaint	Yes	Yes	Other service or product our agency must/may provide	Adjudication of discrimination investigations
15	65-3. Investigation and Production of Evidence	State	Regulation	Provides structure to the investigation process and identifies responsibilities of the investigator, Commission members, and other staff. Explains the steps required prior to	Yes	Yes	Other service or product our agency must/may provide	Adjudication of discrimination investigations
16	65-4 Preliminary or Temporary Relief.	State	Regulation	Grants the Agency authority to apply to a court of competent jurisdiction, seeking injunctive relief regarding a pending complaint with the Agency, pursuant to 1-13-70(s).	No	Yes	Other service or product our agency must/may provide	Adjudication of discrimination investigations
17	65-5 Conference, Conciliation and Persuasion.	State	Regulation	Explains the processes related to conciliation and settlement during the investigation, or after. Requires that those attempts at conciliation be kept confidential by the Agency.	Yes	Yes	Other service or product our agency must/may provide	Conciliation of discrimination investigations
18	65-6 Reasonable Cause Determination: Procedure and Authority.	State	Regulation	Requires that the Agency submit a reasonable cause determination and notify the parties of the same, if based on evidence obtained by the Commission, the Agency believes that an	Yes	Yes	Other service or product our agency must/may provide	Adjudication of discrimination investigations
19	65-7 Reconsideration of Order of Dismissal or Order to Initiate Suit.	State	Regulation	Establishes the Commission's duty to provide an opportunity of reconsideration of a matter where applicable.	Yes	Yes	Other service or product our agency must/may provide	Adjudication of discrimination investigations
20	65-8 Procedure for Hearing as Provided by Section 1-13-90(c) of the Act.	State	Regulation	Establishes the procedures for holding an Administrative Hearing, and issuing an Order, in any case where a reasonable cause determination has been issued against a State agency for	Yes	Yes	Other service or product our agency must/may provide	Adjudication of discrimination investigations
21	65-9 Procedure for the Institution of Civil Actions as Provided in Section 1-13-90(d) of the Act.	State	Regulation	Establishes the procedures for the Agency to institute a civil action in any case where a reasonable cause determination has been issued against an employer that is not a State agency for violating the Human Affairs Law. Alternatively, authorizes the Complaining Party	Yes	Yes	Other service or product our agency must/may provide	Adjudication of discrimination investigations

22	65-10 Certification.	State	Regulation	Authorizes and empowers the Chairman or Agency Head to certify documents or records of the Commission.	No	No - But relates to manner in which one or more agency deliverables is provided
23	65-11 Availability of Rules.	State	Regulation	Establishes that the Agency should have the rules and regulations available to the public at its	Yes	Yes Report our agency must/may provide
24	65-12 Construction of Rules and Pleadings.	State	Regulation	Explains that the regulations shall be constructed liberally to effectuate the purposes of the Human Affairs Law of South Carolina.	No	No - But relates to manner in which one or more agency deliverables is provided
25	65-13 General Investigations.	State	Regulation	Establishes that the Agency may, in its discretion, conduct general investigations of discrimination.	No	No - But relates to manner in which one or more agency deliverables is provided
26	65-20 Submission of Equal Employment Opportunity Reports.	State	Regulation	Requires that all State agencies submit Equal Employment Opportunity Reports to the Agency. Requires supplements to each report on a regular basis and when specifically requested by the Human Affairs Commission.	No	No - But relates to manner in which one or more agency deliverables is provided
27	65-21 Equal Employment Officer to be Designated.	State	Regulation	Requires that every State agency head designate an Equal Employment Officer for preparing reports and communicating with the Human Affairs Commission regarding the Equal Employment Opportunity Report.	No	No - But relates to manner in which one or more agency deliverables is provided
28	65-23 Preservation of Records in Event of Charge of Discrimination.	State	Regulation	Requires that a State agency preserve all personnel records relevant to a pending charge or action under the Human Affairs Law until final disposition of the charge or the action.	No	No - Does not relate directly to any agency deliverables
29	65-24 Notices to be Posted.	State	Regulation	Requires that employers shall post, keep posted, and maintained in conspicuous places upon	Yes	Yes Report our agency must/may provide
30	65-30 Guidelines Established.	State	Regulation	Expounds upon the types of unlawful treatment in S.C. Code Ann. § 1-13-30(T) based on an employee's sex, which includes, pursuant to S.C. Code Ann. § 1-13-30(I), pregnancy, childbirth, or related medical conditions, including, but not limited to, lactation, and women	No	No - But relates to manner in which one or more agency deliverables is provided
31	65-40 Minimum Requirements.	State	Regulation	Sets for parameters that community groups must meet before being recognized as a Community Relations Council by the Agency.	No	No - But relates to manner in which one or more agency deliverables is provided
32	Civil Rights Act of 1964 [Title VII , 42 USC §2000 et seq]	Federal	Statute	Prohibits discrimination in employment based on race, color, religion, sex, or national origin; prohibits discrimination against an employee/applicant for opposing an unlawful employment practice, making a charge, or assisting in an investigation, proceeding, or	No	No - But relates to manner in which one or more agency deliverables is provided
33	Title I of the Americans with Disabilities Act of 1990 (ADA)	Federal	Statute	Title I of the Americans with Disabilities Act of 1990 prohibits private employers, state and local governments, employment agencies and labor unions from discriminating against qualified individuals with disabilities in job application procedures, hiring, firing,	No	No - But relates to manner in which one or more agency deliverables is provided
34	The Age Discrimination in Employment Act of 1967 (ADEA) [29 USC §621]	Federal	Statute	Prohibits an employer from refusing to hire, discharge or from otherwise discriminating against any individual age 40 or older, solely on the basis of age.	No	No - But relates to manner in which one or more agency deliverables is provided
35	Ledbetter Fair Pay Act of 2009 [Public Law 111-2, 123]	Federal	Statute	Amends Civil Rights Act of 1964 to state that the 180-day statute of limitations for filing an equal pay suit resets with each new discriminatory paycheck.	No	No - But relates to manner in which one or more agency deliverables is provided
36	Equal Pay Act of 1967 [29 USC §206(d)]	Federal	Statute	Prohibits paying wages to employees at a rate less than the rate at which the employer pays wages to employees of the opposite sex for equal work on jobs, the performance of which requires equal skill, effort, and responsibility, and which are performed under similar working	No	No - But relates to manner in which one or more agency deliverables is provided
37	Genetic Information Nondiscrimination Act (GINA) [Public Law 110-223]	Federal	Statute	Prohibits discrimination based on genetic information in both health insurance (Title I) and employment (Title II).	No	No - Does not relate directly to any agency deliverables
38	Pregnancy Discrimination Act [42 U.S.C. § 2000(e) et seq.]	Federal	Statute	Prohibits discrimination against a woman because of pregnancy, childbirth, or a medical condition related to pregnancy or childbirth. The law also makes it illegal to retaliate against a person because the person complained about discrimination, filed a charge of	No	No - But relates to manner in which one or more agency deliverables is provided
39	31-21-20. State policy.	State	Statute	Establishes the State policy to provide fair housing throughout the State.	No	No - But relates to manner in which one or more agency deliverables is provided
40	31-21-30. Definitions.	State	Statute	Provides definitions for terms within the Fair Housing Law, which help to establish the jurisdiction of the Agency, and guidance to the Agency and citizens of South Carolina.	No	No - But relates to manner in which one or more agency deliverables is provided
41	31-21-40. Discrimination in relation to sale or rental of property.	State	Statute	Establishes the prohibited discriminatory housing practices that the Commission has the power to investigate based on discrimination regarding sales or rentals of jurisdictional property.	No	No - But relates to manner in which one or more agency deliverables is provided
42	31-21-50. Discrimination in relation to membership or participation in multiple listing service, real estate brokers' organization, or related service, organization, or facility.	State	Statute	Establishes that it is unlawful to deny any person access to, or membership or participation in, any multiple-listing service, real estate brokers' organization, or other service, organization, or facility relating to the business of selling or renting dwellings or to discriminate against him in the terms or conditions of the access, membership, or participation on account of their membership in a protected class (due to race, color,	No	No - But relates to manner in which one or more agency deliverables is provided
43	31-21-60. Discrimination in relation to residential real estate-related transactions.	State	Statute	Defines the term "residential real estate-related transaction" and establishes that it is unlawful for any person or other entity whose business includes engaging in residential real estate-related transactions to discriminate against any person in making available such a	No	No - But relates to manner in which one or more agency deliverables is provided

44	31-21-70. Application and exceptions.	State	Statute	Further explains jurisdiction and clarifies the law by restricting the Fair Housing Law's application to certain housing providers. Expands unlawful discrimination related to a disability or handicap to include issues such as a housing provider's failure to accommodate,	No		No - But relates to manner in which one or more agency deliverables is provided	
45	31-21-80. Interference with the exercise of any right under this chapter.	State	Statute	Makes it unlawful to coerce, intimidate, threaten, or interfere with any person in the exercise of, or on account of his having aided or encouraged any other person in the exercise of, any right granted under the Fair Housing Law.	No		No - But relates to manner in which one or more agency deliverables is provided	
46	31-21-90. Administration of chapter.	State	Statute	Provides that the Human Affairs Commissioners shall administer the Fair Housing Law, but may delegate responsibilities to Commission staff, such as investigating, conciliating, hearing,	Yes	Yes	Other service or product our agency must/may provide	Adjudication of discrimination investigations
47	31-21-100. Powers of the Commission.	State	Statute	Explains the Commission's powers regarding the South Carolina Fair Housing Law, including (1) the ability to make regulations necessary to enforce the Fair Housing Law; (2) to make	Yes	Yes	Other service or product our agency must/may provide	Adjudication of discrimination investigations
48	31-21-110. Investigations by commission; subpoenas.	State	Statute	Establishes the Commission's investigatory power and the power to issue subpoenas.	Yes	Yes	Other service or product our agency must/may provide	Adjudication of discrimination investigations
49	31-21-120. Complaints; process and handling; conciliation; effect of local laws; civil action.	State	Statute	Explains the process by which a complaint of discrimination may be accepted for investigation at the Agency. Establishes the Commission's ability to conciliate matters through mutual agreements. Limits an investigation to 100 days unless there is a reason for	Yes	Yes	Other service or product our agency must/may provide	Adjudication of discrimination investigations
50	31-21-130. Investigator's report and recommendation; dismissal of or hearing on complaint; civil action; amending of complaint; subpoenas; hearing by commission; opinion and order; review; court appeals; enforcement orders.	State	Statute	Explains the procedures for completing an investigation and either dismisses the matter for lack of cause or recommends that the matter be heard in an administrative hearing before a panel of the Board of Commissioners because the complainant has met their burden of proof under Fair Housing Law. Establishes the right of either party to elect that a civil action be filed instead of an administrative hearing. Explains the hearing process if an administrative hearing is to be held.	Yes	Yes	Other service or product our agency must/may provide	Adjudication of discrimination investigations
51	31-21-140. Civil action; damages.	State	Statute	Provides that a civil action shall be commenced within one year of the alleged discriminatory housing practice, though that period may be tolled during portions of the investigation.	Yes	Yes	Other service or product our agency must/may provide	Adjudication of discrimination investigations
52	31-21-150. Coordination regarding complaint filed with multiple agencies.	State	Statute	States that the Agency will determine if a complainant has filed a similar complaint with the Federal Home Loan Bank Board, the Comptroller of the Currency, the Federal Deposit	Yes	Yes	Other service or product our agency must/may provide	Adjudication of discrimination investigations
53	65-210 General.	State	Regulation	Provides further clarification related to jurisdiction of the law for certain housing providers. Incorporates definitions from the Law for purposes of the regulations and provide additional definitions.	No		No - But relates to manner in which one or more agency deliverables is provided	
54	65-211 Discriminatory Housing Practices.	State	Regulation	Interprets certain prohibitions of unlawful conduct in the context of real estate practices; advertisements, statements and notices; representations on the availability of dwellings; blockbusting; and the provision of brokerage services.	No		No - But relates to manner in which one or more agency deliverables is provided	
55	65-213 Discrimination in Residential Real Estate-Related Transactions.	State	Regulation	Interprets certain prohibitions of unlawful conduct in the context of residential real estate-related transactions; the making of loans and in the provision of other financial assistance; the purchasing of loans; the terms and conditions for making available loans or other	No		No - But relates to manner in which one or more agency deliverables is provided	
56	65-215 Prohibition Against Discrimination Because of Handicap.	State	Regulation	Interprets certain prohibitions of unlawful conduct in the context of the protected class of disability by listing general prohibitions against discrimination because of handicap and by providing additional definitions.	No		No - But relates to manner in which one or more agency deliverables is provided	
57	65-217 Housing for Older Persons.	State	Regulation	Explains certain jurisdiction limitations for State and federal elderly housing programs, and fifty-five or over housing.	No		No - But relates to manner in which one or more agency deliverables is provided	
58	65-219 Interference, Coercion or Intimidation.	State	Regulation	Interprets unlawful conduct under 31-21-80, considered to be retaliatory or found to be an attempt to coerce, intimidate, threaten or interfere with any person in the exercise or enjoyment of, or on account of that person having exercised or enjoyed, or on account of	No		No - But relates to manner in which one or more agency deliverables is provided	
59	65-220 Complaints.	State	Regulation	Provides guidance related to the acceptance of complaints of discrimination by the Agency. Further explains when an amendment would be appropriate and how the complaint will be	Yes	Yes	Other service or product our agency must/may provide	Adjudication of discrimination investigations
60	65-221 Referral of Complaints to State and Local Agencies.	State	Regulation	Explains the proper procedure for handling dually filed or duplicative complaints among local, state, and other agencies.	Yes	Yes	Other service or product our agency must/may provide	Adjudication of discrimination investigations
61	65-223 Investigation Procedures.	State	Regulation	Provides the burden of proof in a housing investigation (reasonable cause) and gives the Investigator guidance on how to process and investigate file. States the need for the	Yes	Yes	Other service or product our agency must/may provide	Adjudication of discrimination investigations
62	65-225 Conciliation Procedures.	State	Regulation	Requires the Commission to attempt conciliation with each complaint filed. Provides guidance on the type of relief that may be contemplated in a conciliation agreement. States	Yes	Yes	Other service or product our agency must/may provide	Adjudication of discrimination investigations
63	65-227 Issuance of Complaint.	State	Regulation	Explains how a reasonable cause determination should be issued and how an administrative pleading should be created to be served on the parties following a reasonable cause	Yes	Yes	Other service or product our agency must/may provide	Adjudication of discrimination investigations
64	65-229 Other Action.	State	Regulation	Directs the Commission to notify agencies about a hearing if it has an interest in the enforcement of the respondent's obligation. Requires other agencies to cooperate with the	Yes	Yes	Other service or product our agency must/may provide	Adjudication of discrimination investigations
65	65-230 General Information.	State	Regulation	Contains the rules of practice and procedure established by the Commission for administrative proceeds, to include reasonably accommodating persons with disabilities and	Yes	Yes	Other service or product our agency must/may provide	Adjudication of discrimination investigations
66	65-231 Hearing Panel.	State	Regulation	Grants authority to the Chief Hearing Office of the administrative hearing panel, such as conducting the hearing, issuing subpoenas, ruling on evidence, and handling motions.	Yes	Yes	Other service or product our agency must/may provide	Adjudication of discrimination investigations
67	65-232 Parties.	State	Regulation	Permits the parties to a complaint to be present at the hearing, as well as intervenors to the matter if they are aggrieved. States that there may be legal representatives for the parties,	Yes	Yes	Other service or product our agency must/may provide	Adjudication of discrimination investigations

68	65-233 Pleadings, Motions and Discoveries.	State	Regulation	Indicates the types of pleadings necessary to an administrative hearing, and those which are permitted. Provides certain deadlines related to filing of pleadings and for discovery. Allows	Yes	Yes	Other service or product our agency must/may provide	Adjudication of discrimination investigations
69	65-234 Dismissal and Decisions.	State	Regulation	Requires that an administrative proceeding be dismissed if a separate suit is filed as a civil action.	Yes	Yes	Other service or product our agency must/may provide	Adjudication of discrimination investigations
70	65-235 Hearing Procedures (Review and Enforcement).	State	Regulation	Provides guidance on the date and place that a hearing should be held and further provides who may be present to represent the parties. Explains the conduct of the hearing, to include	Yes	Yes	Other service or product our agency must/may provide	Adjudication of discrimination investigations
71	65-236 Certification.	State	Regulation	Authorizes and empowers the Chairman or Agency Head to certify documents or records of the Commission.	No	No - But relates to manner in which one or more agency deliverables is provided		
72	65-237 Availability and Construction of Rules.	State	Regulation	Establishes that the Agency should have the rules and regulations available to the public at its office.	Yes	Yes	Other service or product our agency must/may provide	Adjudication of discrimination investigations
73	65-240 Purpose.	State	Regulation	States that the purpose of the regulation is to assist advertising media and agencies.	No	No - Does not relate directly to any agency deliverables		
74	65-242 Scope.	State	Regulation	Provides the scope of the rule and states that persons who fail to use the appropriate criteria will be subject to reasonable cause determinations when necessary.	No	No - But relates to manner in which one or more agency deliverables is provided		
75	65-244 Use of Words, Phrases, Symbols, and Visual Aids.	State	Regulation	Provides certain words, phrases, symbols, and forms that may be considered discriminatory by the Commission when investigating an allegation of discrimination in housing advertisements.	No	No - But relates to manner in which one or more agency deliverables is provided		
76	65-246 Selective Use of Advertising Media or Content.	State	Regulation	Explains that content in and use of housing advertising may be considered discriminatory by the Agency if such advertising appears to have a discriminatory impact by being targeted for a particular protected class.	No	No - But relates to manner in which one or more agency deliverables is provided		
77	42 U.S.C. §§ 3601 - 3619*	Federal	Statute	The Federal Fair Housing Act defines the discriminatory fair housing practices and the enforcement procedure for Fair Housing violations. The South Carolina Fair Housing Law is substantially equivalent to the Federal Fair Housing Act.	No	No - But relates to manner in which one or more agency deliverables is provided		
78	ANSI A117.1	State	Regulation	The American National Standard for Buildings and Facilities Providing Accessibility and Usability for Physically Handicapped People requirements have been incorporated by reference into 31-21-70(H) and provide a "safe harbor" for housing providers to remain in	No	No - But relates to manner in which one or more agency deliverables is provided		
79	45-9-10. All persons entitled to equal enjoyment of and privileges to public accommodations; places of public accommodation; "supported by state action" defined.	State	Statute	Provides that all persons should be entitled to the full and equal enjoyment of the services and accommodations of any place of public accommodation, regardless of their race, color, religion, or national origin. Defines those locations that are considered places of public accommodation under the law. Defines "supported by state action."	No	No - But relates to manner in which one or more agency deliverables is provided		
80	45-9-20. Exception for private establishments.	State	Statute	Provides that the chapter does not apply to a private club or other establishment not in fact open to the general public.	No	No - But relates to manner in which one or more agency deliverables is provided		
81	45-9-30. Deprivation of right to equal enjoyment of and privileges to public accommodations prohibited.	State	Statute	Prohibits persons from depriving or attempting to deprive others from the rights of equal enjoyment in places of public accommodations.	No	No - But relates to manner in which one or more agency deliverables is provided		
82	45-9-40. Processing of complaints; review by State Human Affairs Commission; complaint by Attorney General.	State	Statute	Provides that after receipt of the investigation into complaints by Attorney General (AG) and SLED, Agency shall conduct an investigation to determine whether there is reasonable cause that Article I rights to public accommodations were violated. If reasonable cause is found,	Yes	Yes	Other service or product our agency must/may provide	Adjudication of discrimination investigations
83	45-9-50. Hearing on complaint by Attorney General; notice of hearing.	State	Statute	Provides that a panel of Agency members, designated by Chairman must hold a hearing within 60 days of the AG complaint and provide notice of the hearing.	Yes	Yes	Other service or product our agency must/may provide	Adjudication of discrimination investigations
84	45-9-60. State Human Affairs Commission may establish rules of procedure for hearings; subpoenas; rights of persons charged; rules of evidence scope of hearing; deliberations of panel; remedies for violation.	State	Statute	Provides that the Agency may establish rules of procedure for hearings related to allegations of discrimination in a place of public accommodation. Provides that Commission shall grant relief for Article I violations and may order reimbursement for costs incurred in conducting hearings.	Yes	Yes	Other service or product our agency must/may provide	Adjudication of discrimination investigations
85	45-9-65. Liability of employer for acts of employee; conditions under which revocation of license not required for pattern or practice of discriminatory conduct.	State	Statute	Provides conditions where Agency may find discrimination but not require revocation of license. Provides that Agency may find employers are not liable for acts of employee unless it was reasonably known to the licensee, permittee, or managing agent.	No	No - But relates to manner in which one or more agency deliverables is provided		
86	45-9-70. Right to intervene in action.	State	Statute	Provides that panel shall consider whether intervention will unduly delay or prejudice adjudication of rights of the original parties.	Yes	No - But relates to manner in which one or more agency deliverables is provided		
87	45-9-75. Final decision of panel; appeals.	State	Statute	Provides that the final Agency decision shall be in writing and list licenses or permits to be revoked.	Yes	Yes	Other service or product our agency must/may provide	Adjudication of discrimination investigations

88	45-9-80. Attorney General to notify permitting, regulatory, or licensing authority of violations; immediate revocation of license or permit; enforcement of panel's decision; violators not to obtain license or permit for three years.	State	Statute	Authority not granted to Agency. The statute states that if the Agency determines a violation occurred, then the Attorney General must notify the licensing, permitting, or regulatory entity of the violation in order to revoke the same.	No	No - But relates to manner in which one or more agency deliverables is provided
89	45-9-85. Penalty for violating confidentiality provisions.	State	Statute	Violators of confidentiality provisions in 42-9-60 subject to fine or imprisonment.	No	No - But relates to manner in which one or more agency deliverables is provided
90	45-9-90. Penalty for violating provisions of Article 1.	State	Statute	Violators of Article I subject to misdemeanor conviction along with fine and/or imprisonment.	No	No - But relates to manner in which one or more agency deliverables is provided
91	45-9-100. Action for damages by aggrieved party; minimum damages for violation.	State	Statute	Provides that party may file a suit in circuit court for recovery of damages subject to 45-9-110 limitations.	No	No - Does not relate directly to any agency deliverables
92	45-9-110. Prerequisites to action for damages; conciliation.	State	Statute	Establishes the process by which a charge of unlawful discrimination or segregation may be conciliated by the Agency, and requires that a complaining party seek conciliation through the Agency before filing a lawsuit.	No	No - But relates to manner in which one or more agency deliverables is provided
93	45-9-120. Prerequisites to action for damages not to limit right to pursue license revocation or criminal penalties.	State	Statute	Establishes 45-9-110 limitations do not apply to pursuit of license revocation and criminal penalties.	No	No - But relates to manner in which one or more agency deliverables is provided
94	70.1 (HAC: Human Affairs Forum Carry Forward)	State	Proviso	States that revenue from donations and registration fees from Forums shall be retained and carried forward for general operations.	No	No - But relates to sources of funding for one or more agency deliverables
95	70.2 (HAC: Training Revenue)	State	Proviso	States that revenue from fees from training and technical assistance shall be retained and carried forward for general operations.	No	No - But relates to sources of funding for one or more agency deliverables
96	70.3 (HAC: Revenue from Copying Fees)	State	Proviso	States that revenue derived from copies of Commission files, opinions, and Orders shall be retained and carried forward for general operations.	No	No - But relates to sources of funding for one or more agency deliverables
97	117.13(GP: Discrimination Policy)	State	Proviso	Reaffirms the State's discrimination policy and describes the details required to be included	Yes	Yes Report our agency must/may provide

Agency Name: HUMAN AFFAIRS COMMISSION

Fiscal Year 2019-2020
Accountability Report

Agency Code: L360 **Section:** 70

Customer Template

Divisions or Major Programs	Description	Service/Product Provided to Customers	Customer Segments	<i>Specify only for the following Segments: (1) Industry: Name; (2) Professional Organization: Name; (3) Public: Demographics.</i>
Compliance - EEO Enforcement and Fair Housing	Complainant or Individual filing a complaint of discrimination	Provides timely and professional assistance and processes the charge of discrimination to a successful resolution.	General Public	All Citizens employed or seeking employment. All Citizens living in rental homes, neighborhoods or purchasing homes or seeking rentals.
Compliance - EEO Enforcement and Fair Housing	Respondent or business the complaint is filed against	Provides timely and professional assistance and processes the charge of discrimination to a successful resolution.	Industry	All private Industry or Businesses.All private Rental Businesses and Realtors.
Compliance - EEO Enforcement and Fair Housing	Attorneys representing the Complainant or Respondent	Provides timely and professional assistance and processes the charge of discrimination to a successful resolution.	Industry	Law Firms
Consultative Services - Technical Services	State Agencies, organizations and individuals receiving training services and/or affirmative action program assistance	Provides knowledge and assistance which will enhance their capacity to carry out the responsibilities to contribute to the prevention and elimination of unlawful discrimination.	General Public	All citizens employed by state government Private industry seeking EEO training
Consultative Services - Community Relations	Local Community Relations Councils which receive	Provides assistance to enable local communities to enhance their capacity to address local issues related to diversity thereby serving their citizens, promoting harmony, and improving the quality of life in local communities.	General Public	All citizens seeking to promote harmony related to matters of human diversity
Compliance - EEO Enforcement	US Equal Employment Opportunity Commission (EEOC)	Processes complaints where contractual obligations and responsibilities are successfully fulfilled.	Industry	Federal Government
Compliance - Fair Housing	US Department of Housing and Urban Development (HUD)	Processes complaints where contractual obligations and responsibilities are successfully fulfilled.	Industry	Federal Government

Agency Name:**HUMAN AFFAIRS COMMISSION****Fiscal Year 2019-2020****Accountability Report****Agency Code:****L360****Section:****70****Partner Template**

Name of Partner Entity	Type of Partner Entity	Description of Partnership	Associated Goal(s)
Citizens of SC	Individual	Enforce the laws in an impartial and timely manner, and to help prevent discrimination through promoting harmony among a diverse group of people.	1.1.1, 1.1.2, 1.2.1, 2.1.1, 2.2.1, 2.2.2, 2.2.3, 3.1.1, 3.1.2, 3.1.3, 3.2.1, 4.1.1, 4.1.2, 4.2.2, 4.3.1, 5.1.1, 5.2.1
Business/Companies	Private Business Organization	Enforce the laws in an impartial and timely manner, and to help prevent discrimination through promoting harmony among a diverse group of people.	1.1.1, 1.1.2, 1.2.1, 2.1.1, 2.2.1, 2.2.2, 2.2.3, 3.1.1, 3.1.2, 3.1.3, 3.2.1, 4.1.1, 4.1.2, 4.2.2, 4.3.1, 5.1.1, 5.2.1
Governor	State Government	Enforce the laws in an impartial and timely manner, and to help prevent discrimination through promoting harmony among a diverse group of people. Request funds to efficiently and effectively carry out the mission of the Agency and train Board Members appointed by Governor about the Agency's mission and operations.	1.1.1, 1.1.2, 1.2.1, 2.2.1, 2.2.2, 2.2.3, 3.2.1, 4.1.1, 4.3.1, 5.1.1, 5.1.2
State Legislature	State Government	Enforce the laws in an impartial and timely manner, and to help prevent discrimination through promoting harmony among a diverse group of people. Request funds to efficiently and effectively carry out the mission of the Agency and train Board Members appointed by the Governor with the advice and consent of the Senate about the Agency's mission and operations.	1.1.1, 1.1.2, 1.2.1, 2.2.1, 2.2.2, 2.2.3, 3.2.1, 4.1.1, 5.1.1, 4.3.1, 5.1.2
State Agencies	State Government	Monitor State Agency Affirmative Action Plans including hiring and promotion practices and train managers on methods to prevent and eliminate discrimination.	1.1.1, 1.2.1, 3.1.2, 3.1.3, 5.1.1, 5.1.2, 5.2.1, 5.2.2

US Equal Employment Opportunity Commission (EEOC)	Federal Government	Enforce Employment laws in an impartial and timely manner, and to help prevent discrimination through promoting harmony among a diverse group of people.	1.1.1, 1.1.2, 1.2.1, 3.1.2, 3.1.3, 5.1.1, 5.1.2
US Department of Housing and Urban Development (HUD)	Federal Government	Enforce Housing laws in an impartial and timely manner, and to help prevent discrimination through promoting harmony among a diverse group of people.	2.1.1, 2.2.1, 2.2.2, 2.2.3, 3.1.1, 3.1.2, 3.1.3
Community Relations Councils - Local Government - Counties/Municipalities	Local Government	To help prevent discrimination through constructive dialogue thereby promoting harmony among a diverse group of people.	4.1.1, 4.1.2, 4.2.1, 4.2.2, 4.3.1
US Department of Justice	Federal Government	Share information and coordinate activities related to preventing discrimination in local communities and within the entire State.	4.1.1, 4.1.2, 4.2.1, 4.2.2

