



# PREVENTION CORNER



South Carolina Human Affairs Commission  
Technical Services and Training Division



## Prevention Corner



*As man of Demos is Word a Power of God*  
—Benjamin Franklin

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South Carolina  
Human Affairs Commission  
1026 Santee St., Suite 101  
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The South Carolina Human Affairs Commission strives to address problems of discrimination through the enforcement of the SC Human Affairs Law (including the SC Pregnancy Accommodations Act), the SC Fair Housing Law, the SC Equal Employment and Privileges to Public Accommodations Law and the SC Services Support Act.

### PREVENTION CORNER

What are the protected classes?

Race  
Color  
National Origin  
Religion  
Disability  
Sex  
(including pregnancy, childbirth, or related medical conditions)  
Age  
(40 or older)

#### WHAT IS A PROTECTED CLASS AND WHY DOES IT MATTER?

According to the National Archive's guide to EEOC terminology, the term "protected class" refers specifically to: "The groups protected from employment discrimination by law." Different employment laws provide protection for different groups of people.

For example:

- Title VII of the Civil Rights Act prohibits employment discrimination based on sex, race, color, religion, and national origin.
- The Age Discrimination in Employment Act prohibits employment discrimination against people who are 40 and older.
- The Americans with Disabilities Act, as amended, prohibits discrimination based on a physical or mental impairment that substantially limits one or more major life activities; record of such an impairment; or regarded as having such an impairment.

Because of the different laws, many employees may be a member of at least one of the groups protected. For example, both men and women are both members of a protected class and can take legal action if they are unlawfully discriminated against on the basis of their sex.

Applicants, employees, and former employees are protected from **retaliation** (adverse action) for filing a complaint of discrimination, requesting an accommodation, or participating in an investigation.

#### WHY DOES IT MATTER IF YOU ARE A MEMBER OF A PROTECTED CLASS?

Being a member of a protected class makes discrimination unlawful. For example, denying a qualified employee over the age of 40 a promotion due to their age violates the Age Discrimination in Employment Act.

If you are dealing with a discrimination issue, contact us for help. 803-737-7800 or <https://www.schac.sc.gov>

The Technical Services & Training Division's staff at the SC Human Affairs Commission offer training to managers, supervisors, and employees on topics that discourage discrimination.

Practical advice combined with legal theory helps to prevent discrimination through education.

How can I schedule training? Contact us at:  
(803) 737-7800 or (800) 521-0725, Relay 711  
email: [training@schac.sc.gov](mailto:training@schac.sc.gov)

February 15, 2021: Great work has been coming out SCHAC's Technical Services and Training Division in their monthly newsletter entitled *Prevention Corner*. *Prevention Corner* is where you may find information on SC Discrimination Laws and Discrimination Prevention Tips.

Ms. Alpha Dunbar, Training Consultant, has been publishing the monthly *Prevention Corner* to inform and connect with the community as part of our agency's outreach efforts.

If you are interested in receiving *Prevention Corner*, please contact Ms. Dunbar at [adunbar@schac.sc.gov](mailto:adunbar@schac.sc.gov) .

Please check out our videos on the SCHAC Youtube channel <https://www.youtube.com/channel/UC0UCPAvmqQU3ahmj1hc84ww>

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