

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

**Fiscal Year 2015-16
Accountability Report**

SUBMISSION FORM

AGENCY MISSION	<p>The mission of the South Carolina Human Affairs Commission is to eliminate and prevent unlawful discrimination in:</p> <ul style="list-style-type: none"> • Employment on the basis of race, color, national origin, religion, sex, age and disability; • Housing on the basis of race, color, national origin, religion, sex, familial status and disability; • Public accommodations on the basis of race, color, national origin and religion; thereby promoting harmony and the betterment of human affairs for all citizens.
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AGENCY VISION	<p>The Vision of the South Carolina Human Affairs Commission is to be well-known with a positive image that is understood and accepted by the public. SCHAC is a fully resourced, customer-friendly agency with a diverse, well-trained, and efficient team working together effectively in a safe and supportive environment to prevent unlawful discrimination for the citizens of SC.</p>
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Please state yes or no if the agency has any major or minor (internal or external) recommendations that would allow the agency to operate more effectively and efficiently.

RESTRUCTURING RECOMMENDATIONS:	No
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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:	Lori Dean	803 737-7804	lgdean@schac.sc.gov

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I have reviewed and approved the enclosed FY 2015-16 Accountability Report, which is complete and accurate to the extent of my knowledge.

AGENCY DIRECTOR <i>(SIGN AND DATE):</i>	
<i>(TYPE/PRINT NAME):</i>	

BOARD/CMSN CHAIR <i>(SIGN AND DATE):</i>	
<i>(TYPE/PRINT NAME):</i>	

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AGENCY’S DISCUSSION AND ANALYSIS

The Human Affairs Commission was created in response to the Civil Rights movement of the 1960s. During that time there were a number of demonstrations by South Carolinians who demanded equal opportunity and fair treatment. Some of these demonstrations led to violent clashes. During the early 1970s, as a result of the demonstrations and clashes, state leaders decided that in order for South Carolina to progress socially and economically it was time to eliminate discrimination and to promote fairness for all of its citizens. Thus, the South Carolina Human Affairs Commission was created in 1972 with the mission to eliminate and prevent discrimination and to foster harmony and respect for the betterment of all South Carolinians. The agency strives to meet this mission objective through **A) enforcing the state laws administered by the Commission and B) through the use of preventive methods which the law prescribes.**

The **laws enforced** by the Commission are: 1) the **South Carolina Human Affairs Law** (dealing with employment discrimination), 2) the **SC Fair Housing Law** and 3) the **SC Public Accommodations Law**. The primary methods used by the Commission to **prevent discrimination** are: 1) to **monitor each state agency’s Affirmative Action Plan** and provide an Annual Report to the General Assembly, 2) to **provide training** to educate the private and public sector, and 3) to create and sustain **Community Relations Councils** in each county to promote harmony and respect among a diverse people and to bring communities together to resolve issues of division when those problems occur at the local level.

To fulfil the Mission and Vision of the agency, the Commission emphasizes the **Values** of: **Accountability, Customer Service, Fairness, Integrity, Loyalty, Professionalism, and Teamwork.**

Major Achievements

Major Achievements in the area of **laws enforced by the Commission:**

- A) South Carolina Human Affairs Law:** Most financial resources within the Commission are used to enforce the South Carolina Human Affairs Law (**Employment Discrimination**), and for good reason. In order for the citizens of this state to have the resources to live a productive life without government dependence, to make a contribution to society, and to have the right to “life, liberty and the pursuit of happiness”, all South Carolinians must have fair access to employment. For a majority of the state’s history, many people in South Carolina did not have fair access to jobs, but with the employment law enforced by this agency, citizens are now protected from employment discrimination. Citizens cannot be treated unlawfully during the hiring process or treated unlawfully on the job based on their race, color, sex, national origin, religion, age or disability.

Compliance Division: The Compliance Division enforces the laws prohibiting employment discrimination and housing discrimination, and is comprised of four departments 1) Intake, 2) EEO Investigations, 3) Mediation and 4) Housing Investigations.

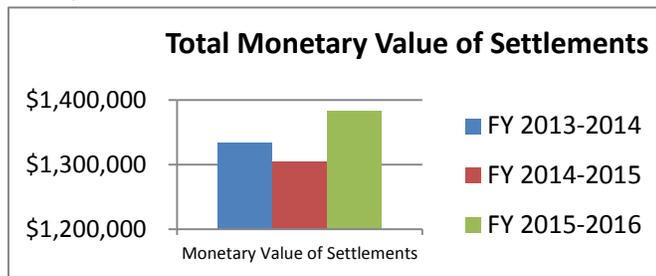
- 1) Intake Department:** During fiscal year 2015-2016 the **Intake Department** (the department where all inquiries related to filing discrimination complaints are processed) within the Compliance Division received approximately 6,177 contacts. As a result of these contacts the following occurred: A) 1,937 questionnaires were sent to citizens desiring to file a discrimination charge. B) 1,119 questionnaires were returned. C) 672 formal charges of discrimination were filed as a result of the

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returned questionnaires. D) 541 charges of discrimination were retained by the agency for investigation. E) 131 charges were waived to other agencies for investigation.

2) EEO Investigation Department: During fiscal year 2015-2016 there were a total of 938 employment discrimination complaints received for investigation from either the Intake Department or transferred to the Human Affairs Commission from the US Equal Employment Opportunity Commission resulting in 1003 final actions taken by the agency. Of those final actions 216 were based on race, 118 were based on sex, 161 were based on disability, 74 were based on age, 13 were based on religion, 7 were based on national origin and 37 were based on retaliation. None were based upon color, but 377 were based on multiple bases (e.g. race, sex and retaliation, or religion and national origin). The number of final actions or closures from the previous year increased by 65 final actions.

The resulting types of final actions or closures issued by the Commission during 2015-2016 are as follows: Administrative Closures-217, No Cause Determinations-656, Potential Cause Determinations forwarded to the EEOC for additional processing-36, Conciliations or Settlements-130. The total monetary value of settlements was \$1,383,461.



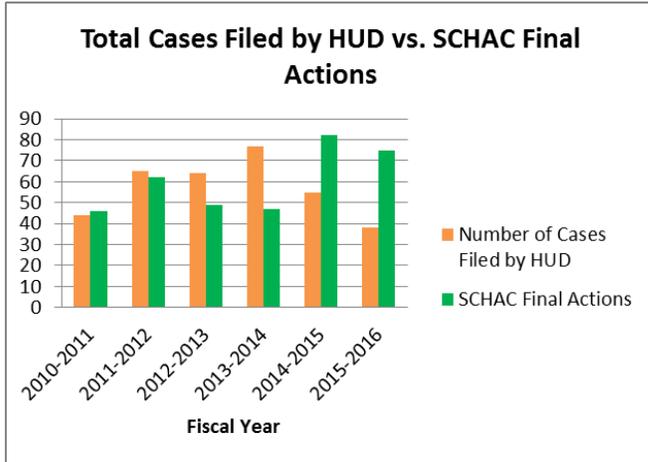
During the last federal fiscal year ending September 30, 2015, the Commission successfully completed a contract with the United States Equal Employment Opportunity Commission (EEOC) conducting the investigation of 1,012 cases. In addition, 6 new permanent EEO Investigator positions were filled to assist investigations. Also, the universal review date for employee performance reviews has been instituted with investigators being held accountable to a standard of investigating the majority of their cases within 180 days of their assignment.

3) Mediation Department: During fiscal year 2015-2016 there were 98 Mediations that resulted in 63 complaints being successfully mediated for a total monetary value of \$718,831. The total successful mediations decreased from 78 cases the previous year and there was a \$109,488 monetary decrease from the previous year. Mediations are important because they give the charging party and respondent an opportunity to meet and sort out their issues in order to come to mutually agreed terms for settling the matter.

1) South Carolina Fair Housing Law: The Fair Housing Division enforces the laws that prevent housing discrimination on the basis of race, color, sex, religion, national origin, disability and familial status. The Fair Housing Division works to prevent discrimination through education and outreach to communities around the state. The Division also has an investigative component that investigates complaints of housing discrimination. To resolve these complaints the Fair Housing Division may mediate or conciliate cases on behalf of the complainant and respondent. In the event that the Fair Housing Division makes a determination that the respondent has violated the Fair Housing Law, the Legal Division of the Human Affairs Commission litigates the case in court on behalf of the aggrieved complainant. The Fair Housing Division has a working relationship with the Federal Housing & Urban

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Development (HUD). This fiscal year (2015-2016) the Fair Housing Division completed 75 cases after completing 82, 47, and 49 cases respectively in the past three fiscal years. Investigation revenue is \$289,550 after receiving \$336,225, \$133,282 and \$142,469 during the previous fiscal years respectively. Average case processing time is at 94 days per case with 66% of the cases being closed within 100 days. As a result of these successes, HUD has developed a Memorandum of Understanding with the agency.



Fiscal Year	Number of Cases Filed by HUD	SCHAC Final Actions
2010-2011	44	46
2011-2012	65	62
2012-2013	64	49
2013-2014	77	47
2014-2015	55	82
2015-2016	38	75
Average	57	60
Averages are rounded to the nearest whole number		

South Carolina Public Accommodation Law: The third law administered by the Human Affairs Commission is the South Carolina Public Accommodation Law. This law prevents discrimination in the area of citizens having access to public facilities such as restaurants, hotels, retail establishments and other facilities. The law protects citizens on the basis of race, color, national origin and religion. Twenty cases were filed under Statute 1-13-90 (e) and/ or Public Accommodation law during the last fiscal year. Fifteen cases were closed under 90 (e) and Public Accommodation law during FY 2015-2016. The Technical Services and Community Relations staff conciliates complaints of discrimination involving Public Accommodation or other allegations of discrimination.

Major Achievements in the area of Prevention or Consultative Services:

The Division for Technical Services, Training and Community Relations accomplished the following:

- A) Technical Services:** The Division successfully monitored the hiring and promotions of employees in 85 state agencies and thereby produced on February 1, 2016, the “Annual Report to the General Assembly on the Status of Equal Employment Opportunity in South Carolina State Government”. The results of the report show that while it appears that state government is making progress in the area of affirmative action where women and minorities have increased their representation in state employment, there continues to be under-representation of African Americans and women in the highest three pay bands of government. In order to accurately update affirmative action reporting for all state agencies including technical colleges and universities, the Human Affairs Commission during the last fiscal year was able to hire an additional EEO Consultant in Technical Services to work with the Computerized Affirmative Action Management System (CAAMS). CAAMS allows the agency to operate more efficiently and to accurately gather statistics and data which will assist agencies in their recruitment of minorities and allow agencies to more accurately obtain their affirmative action goals.
- B) Training:** An important way to prevent and eliminate discrimination is through providing training. During the course of this past year training was conducted for 31 separate entities comprised of state agencies,

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private businesses, and nonprofit organizations. The training focused on prevention through educating the public about EEO Laws, diversity training, and issues in employment such as sexual harassment and disability discrimination. Over 600 citizens were trained in these areas during the past fiscal year.

Also, agency personnel participated in staff development and training within the agency on 18 occasions this past year. Training was conducted in the areas of employment and housing law and agency security.

C) Community Relations: An important aspect of state government’s efforts to prevent discrimination in South Carolina is to create and sustain Community Relations Councils. Since the re-establishment of the Community Relations Department in 2012, it has maintained a working relationship with 17 existing Community Relations Councils (CRCs) in SC and is in the process of establishing or revitalizing other CRCs to eventually reach the goal of maintaining a CRC in each of the state’s 46 counties. A CRC in each county will provide a system of local entities within the state to help prevent and resolve issues of division at a local level. A functioning CRC will most likely prevent civil unrest with racial undertones such as the recent events that have occurred in Ferguson, Missouri, Baltimore, Maryland, and other cities across our United States.

During the 2015-2016 fiscal year the department has created and sustained Community Relations Councils in 17 Counties to include the following: Aiken, Allendale, Anderson, Berkeley, Beaufort, Georgetown, Greenville, Greenwood (neighborhood association), Hampton, Horry (Myrtle Beach), Jasper, Lancaster, Laurens, Lee (Enhance the Quality of Life Committee), McCormick, Richland (Greater Columbia Community Relations Council), York (Rock Hill). The Community Relations Department in the past year has seen a need to revamp and update the process of forming a Community Relations Council, training its members and initiating constructive dialogue between citizens to resolve issues. Thus, the Commission entered into a contract with the College of Charleston to review, revise and update the current Community Relations model. In doing so, counties will be offered a unique systems-oriented management approach that will enhance the quality of community life. This new method is designed to produce constructive dialogue between citizens so that conversations can be constructed in a civil manner.

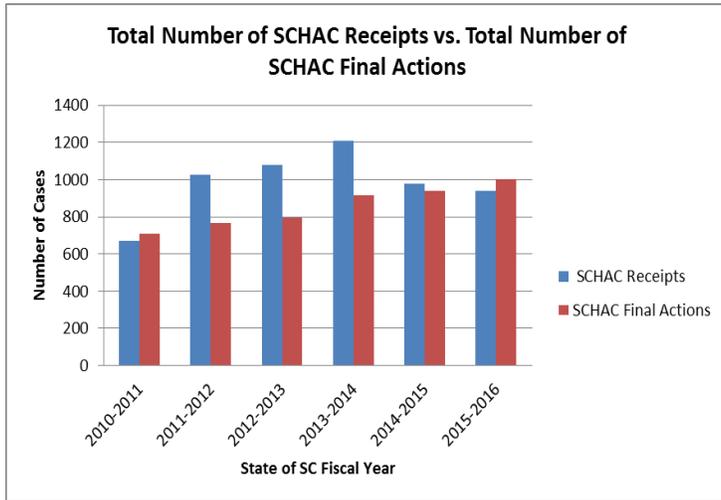
Major Achievements in Administration:

Due to the agency’s increased financial stability, the Commission during the fiscal year of 2015-2016 was able to initiate the significant hiring of 6 new Employment Investigators, 1 new EEO Consultant in Technical Services and one new Housing Investigator. The hiring of these employees will enhance the agency’s ability to carry out its legislative mandates to assist in the prevention and elimination of discrimination in South Carolina.

In addition to the previously mentioned goals, strategies and objectives achieved in EEO Enforcement, Fair Housing, Community Relations, and Technical Services & Training; additional goals, strategies and objectives obtained through the efforts of Administration this past year include: 1) the consistent use of the EPMS on an annual universal date, 2) a staff team-building retreat, 3) monthly management meetings where there was a review of expectations and standards, 4) a quarterly newsletter was implemented and shared internally and externally, 5) increased customer awareness through a Face Book page, updated WEB page and other media advertisements, 6) partnered with three federal agencies in terms of carrying out the agencies mission, 7) instituted 4 events during the year to help prevent discrimination including: A) End Racism Day, B) Mother Emanuel 9 Remembrance Day, C) Dialogue on Race: “No Blame, No Shame” and D) Participated in the Annual State Level Quality of Community Life Initiative and 8) managed the budget, facilitated cooperation with audits, and determined priorities for the expenditure of funds to achieve agency goals.

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Internal and External Factors affecting the Agency's Performance: With foresight and vision for the future, the General Assembly and Governor understand that a State which historically sanctioned discrimination must maintain a functioning state agency whose primary mission is to prevent and eliminate discrimination. State leadership also recognized that the citizens and businesses of this State would prefer for issues of discrimination to be investigated at the state level as opposed to the federal level. Thus, state government leadership began restoring funding to the agency in the 2011-2012 fiscal year. At this time the agency has appropriate staffing in the Technical Services, Employment and Housing Departments.



State of SC Fiscal Year	SCHAC Receipts	SCHAC Final Actions
2010-2011	672	709
2011-2012	1028	765
2012-2013	1078	796
2013-2014	1206	914
2014-2015	977	938
2015-2016	938	1003
Average	983	854
*** Averages are rounded to the nearest whole number***		

During this past fiscal year the dedicated agency staff was able to successfully complete an Equal Employment Opportunity contract, a Housing and Urban Development contract, monitor each state agency's hiring and promotion practices, and provide training to a significant number of people regarding how to prevent and eliminate discrimination. While the agency has accomplished various successes, the agency also must better prepare to deal with situations within the state where social and civil unrest could erupt at any given moment.

Unfortunately, the State of South Carolina is not immune to tragic incidents of racism. The killing of 9 African Americans during a Bible study by an individual whose reported motive was to incite racial conflict brought our State to an extremely difficult moment in its history. However, with forgiving families of the victims and strong leadership from local and state leaders to promote healing, South Carolina averted a very precarious situation. As a result of State and National incidents involving social unrest, the Commission is currently developing a new Community Relations process called the "Quality of Life Initiative". Through this process the Commission plans to institute an approach to train leaders in each of the state's 46 counties to enhance dialogue so that respect and civility will become a primary focus of communication in South Carolina. This new Community Relations initiative will help identify community issues and provide civil conversation on how to resolve concerns that will most likely help prevent civil unrest and discrimination in our State.

This spirit to promote healing, harmony and respect among all South Carolinians is exactly what the Governor and General Assembly were hoping to accomplish through the establishment of the South Carolina Human Affairs Commission in 1972. The mission and work of the Human Affairs Commission has helped South Carolina to make great progress in terms of social and economic growth for many of its citizens. In fact, the economic/social transformation which the state as a whole has achieved in modern times will only continue to be successful if State Government consistently prioritizes the principles on which the Human Affairs Commission was founded: the belief that all citizens, no matter how complex or differently they have been created, will have the free right to employment, housing and public accommodation so that the American dream of "life, liberty

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and the pursuit of happiness” may be fulfilled, and people may live in harmony and with respect for one another.

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Strategic Planning Template

Type	Goal	Item # Strat	Object	Associated Enterprise Objective	Description
G	1			Government and Citizens	Prevent and Eliminate Employment Discrimination
S		1.1			Implement a process of hiring and training employment Investigators
O			1.1.1		<i>Provide monthly training sessions related to employment law for 15 employment investigators in FY 2016-2017</i>
O			1.1.2		<i>Institute a workplace mentoring program for Investigator I employees during FY 2016-2017</i>
S		1.2			Implement a reliable and measurable tracking system for the time it takes to process and investigate an employment discrimination complaint
O			1.2.1		<i>Decrease the average amount of case processing time of 263 days to investigate a charge of discrimination from the date of filing by 20% or 210 days by June 30, 2017</i>
G	2			Government and Citizens	Prevent and Eliminate Housing Discrimination
S		2.1			Enhance the awareness of the Housing Division to include the awareness of the Agency in under-served counties
O			2.1.1		<i>Finalize a Fair Housing Outreach Plan by December 31, 2016</i>
O			2.1.2		<i>Hire a Fair Housing Outreach Liaison by December 16, 2016</i>
S		2.2			Implement an efficient processing system for Housing Discrimination Complaints
O			2.2.1		<i>Process 60% of all Housing cases within 100 days during FY 2016-17</i>
O			2.2.2		<i>Conduct on-site investigations for all cases identified as problematic cases during FY 2016-2017</i>
G	3			Government and Citizens	Educate Citizens about the use of Legal Remedies to Achieve Justice and Fairness
S		3.1			Empower the Legal and Mediation Departments with authority as provided by law.
O			3.1.1		<i>Litigate probable cause cases that cannot be conciliated in the Fair Housing Division during FY 2016-17</i>
O			3.1.2		<i>Hold an administrative hearing for an employment or housing case by June 30, 2017</i>
O			3.1.3		<i>Increase the number of mediated cases from the current level of 20% to 25% during FY 2016-</i>

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Strategic Planning Template

Type	Goal	Item # Strat	Object	Associated Enterprise Objective	Description
S		3.2			Promote legislation to update and standardize the laws and regulations of the Commission
O			3.2.1		<i>Continue to engage and educate members of the General Assembly for proposed changes to existing statues during FY 2016-17</i>
G	4			Public Infrastructure and Economic Development	Foster Culturally Sensitive and Socially Inclusive Communities State Wide
S		4.1			Create and sustain existing Community Relations Councils in 46 counties
O			4.1.1		<i>Increase the number of counties with Community Relations Councils from 17 to 22 during FY 2016-17</i>
O			4.1.2		<i>Sustain the current leadership in existing Community Relations Councils per minimum requirement during FY 2016-17</i>
S		4.2			Implement technology platform and external Communication campaign to expand the network of Community Relations Councils
O			4.2.1		<i>Distribute an electronic newsletter devoted to Community Relations Councils on a monthly basis during FY 2016-17</i>
O			4.2.2		<i>Develop the agency web page to communicate periodic updated information to all Community Relations Councils during FY 2016-17</i>
S		4.3			Promote the Quality of Life Initiative in all Community Relations Councils
O			4.3.1		<i>Conduct Quality of Life Initiative meetings with 5 Community Relations Councils during FY 2016-17</i>
G	5			Education, Training, and Human Development	Advocate the compliance of Agency Affirmative Action Policies within all State Agencies
S		5.1			Partner with all State Agencies to better monitor agency Affirmative Action policies
O			5.1.1		<i>Conduct a computer analysis of each agency's hiring and promotion practices during FY 2016-17</i>
O			5.1.2		<i>Review all State Agency Affirmative Action Reports and provide necessary recommendations to state agencies in developing and implementing non-discriminatory employment systems during FY 2016-17</i>

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Performance Measurement Template

Item	Performance Measure	Target Value	Actual Value	Future Target Value	Time Applicable	Data Source and Availability	Calculation Method	Associated Objective(s)
1	Intake Calls and Initial Inquiries	7,000	6,177	6,485	July 1, 2015 - June 30, 2016	Internal Records	Monthly Report	1.1.1
2	Intake Calls Formalized into charges	1057	672	900	July 1, 2015 - June 30, 2016	IMS	Monthly Report	1.1.1
3	Employment Cases Received	1260	938	1200	July 1, 2015 - June 30, 2016	IMS	Monthly Report	1.1.1, 1.1.2, 1.2.1
4	Employment Cases Closed	1000	1003	1100	July 1, 2015 - June 30, 2016	IMS	Monthly Report	1.1.1, 1.1.2, 1.2.1
5	Employment Cases Successfully Mediated	110	63	80	July 1, 2015 - June 30, 2016	IMS	Monthly Report	1.2.1, 3.1.3
6	Funds Collected at Mediation	900,000	718,831	755,000	July 1, 2015 - June 30, 2016	IMS	Monthly Report	1.2.1, 3.1.3
7	Employment: Monetary Value of Settlements	1,400,000	1,383,000	1,400,000	July 1, 2015 - June 30, 2016	IMS	Monthly Report	1.1.1, 1.1.2, 1.2.1
8	Housing Cases Received	136	75	85	July 1, 2015 - June 30, 2016	HEMS	Monthly Report	2.1.1, 2.1.2
9	Housing Cases Closed	100	75	85	July 1, 2015 - June 30, 2016	HEMS	Monthly Report	2.2.1, 2.2.2
10	Housing Cases Conciliated	22	26	30	July 1, 2015 - June 30, 2016	HEMS	Monthly Report	2.2.1, 3.1.3
11	Public Accommodation / 90 e Cases Investigated	39	15	20	July 1, 2015 - June 30, 2016	Internal Records	Monthly Report	3.1.3
12	Community Relations Councils / Sustained & Created	12	17	22	July 1, 2015 - June 30, 2016	Internal Records	Monthly Report	4.1.1, 4.1.2, 4.2.1, 4.2.2
13	State Agency AA Plans Monitored	85	85	85	July 1, 2015 - June 30, 2016	CAAMS	Monthly Report	5.1.1, 5.1.2
14	Training - External	24	31	24	July 1, 2015 - June 30, 2016	Internal Records	Monthly Report	5.1.2
15	Training - Internal	15	18	15	July 1, 2015 - June 30, 2016	Internal Records	Monthly Report	1.1.1

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				Legal Standards Template	
Item #	Law Number	Jurisdiction	Type of Law	Statutory Requirement and/or Authority Granted	Associated Program(s)
1	Section 1 - 13 - 10	State	Statute	Establishes 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.	Administration, Consultative Services, Compliance Programs
2	Section 1 - 13 - 40	State	Statute	Establishes the Commission (Board), and provides guidance on members who may be selected for the Board, and the appropriate methods of voting.	Administration
3	Section 1 - 13 - 70	State	Statute	Explains Powers of the Commission, including (1) the ability to request the submission of equal employment opportunity plans and reports from state agencies; (2) the ability to create or recognize community councils to promote the agency's mission; (3) the ability to work with the EEOC and accept reimbursement from it; (4) the ability to investigate charges of discrimination; (5) the ability to hold hearings following an investigation; and (6) the ability to institute proceedings in court when cases are determined to be cause cases.	Administration, Consultative Services, Compliance Programs
4	Section 1-13-80	State	Statute	Establishes the unlawful employment practices that the Commission has the power to investigate and pursue an action against.	Administration, Compliance Programs
5	Section 1 - 13- 90	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 state agencies and private entities. Also establishes the procedures for holding hearings following the investigation process in employment matters. This section further establishes the Commission's right to bring an action in circuit court for discriminatory employment practices.	Administration, Compliance Programs
6	Section 1 - 13 - 110 and Proviso 117.14	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 state agency has not satisfactorily complied with meeting its Affirmative Action goals.	Administration, Consultative Services
7	Regulation 65-3	State	Regulation	Provides further details of the investigation process and procedures, including the authority of the Agency to access files and enforce subpoenas. Also provides further clarity on the Administrative Hearing process. Explains the confidential nature of the file and gives guidance to the Agency regarding the production of file contents when requested by parties or others.	Administration, Compliance Programs

8	Regulation 65-5	State	Regulation	Explains the processes related to Conciliation and settlement during the investigation, or after.	Administration, Compliance Programs
9	Regulation 65-7	State	Regulation	Establishes the Commission's duty to provide an opportunity of reconsideration of a matter where applicable.	Administration
10	Regulation 65-8	State	Regulation	Establishes the procedures for holding an Administrative Hearing in cause cases.	Administration, Compliance Programs
11	Regulation 65-9	State	Regulation	Establishes the procedures for instituting a civil action in lieu of holding an Administrative Hearing in cause cases.	Administration
12	Regulation 65-11	State	Regulation	Establishes that the Agency should have the rules and regulations available to the public at its office.	Administration, Compliance Programs, Consultative Services
13	Regulation 65-13	State	Regulation	Establishes that the Agency may, in its discretion, conduct general investigations of discrimination.	Administration, Consultative Services, Compliance Programs
14	Regulation 65-210 through 65-219	State	Regulation	Further defines discriminatory fair housing conduct under the South Carolina Fair Housing Law.	Compliance Programs
15	Regulation 65-220 through 65-229	State	Regulation	Sets forth the Fair Housing Division complaint process for alleged violations of the South Carolina Fair Housing Law.	Compliance Programs
16	Regulation 65-230 through 65-237	State	Regulation	Sets forth the administrative hearing review process for a Fair Housing Law violation.	Administration
17	Section 45 - 9 - 60	State	Statute	Provides that the Agency may establish rules of procedure for hearings related to allegations of discrimination in a place of public accommodation.	Administration, Compliance Programs
18	Section 45 - 9 - 110	State	Statute	Establishes the process by which a charge of unlawful discrimination or segregation may be conciliated by the Agency.	Administration, Compliance Programs
19	Section 31-21-20	State	Statute	Establishes the state policy to provide fair housing throughout the state.	Administration, Compliance Programs
20	Sections 31-21-40, 31-21-50, & 31-21-60	State	Statute	Establishes the prohibited discriminatory housing practices that the Commission has the power to investigate; provides the method for how to pursue an action against violators of the South Carolina Fair Housing Law.	Administration, Compliance Programs
21	Section 31-21-100	State	Statute	Explains Powers of the Commission in regards to the South Carolina Fair Housing Law, including (1) the ability to make regulations necessary to enforce the Fair Housing Law; (2) to make studies with respect to the nature and extent discriminatory fair housing practices; and (3) the ability to work with the Federal Department of Housing and Urban Development or another organizations and accept reimbursement from it.	Administration, Compliance Programs

22	Section 31-21-110	State	Statute	Establishes the Commission's investigatory power and the power to issue subpoenas.	Administration, Compliance Programs
23	Section 31-21-120	State	Statute	Establishes the Commission's ability to conciliate agreements and the 100 day investigation requirement.	Administration, Compliance Programs
24	Section 31-21-130	State	Statute	Establishes the right to election of an internal administrative hearing or civil action by the Complainant and Respondent; explains the hearing process if an administrative hearing is elected.	Administration
25	Provisos 70.1-70.3	State	Proviso	Establishes the Commission's ability to derive revenue from trainings and forums, and explains the documents required for those revenues to be carried forward into the general operations budget of the Human Affairs Commission for expenditure purposes.	Administration, Consultative Services
26	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.	Administration, Compliance Programs
27	42 U.S.C. 2000e et seq.	Federal	Statute	Title VII of the Civil Rights Act of 1964 defines unlawful employment practices and enforcement procedures for equal employment violations. The Human Affairs Law is substantially equivalent to the Title VII.	Administration, Compliance Programs

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Agency Code:

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Section:

070

Partner Template

Name of Partner Entity	Type of Partner Entity		Description of Partnership	Associated Objective(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, 2.1.2, 2.2.1, 2.2.2, 3.1.1, 3.1.2, 3.1.3, 3.2.1, 4.1.1, 4.2.2, 4.3.1, 5.1.1
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, 2.1.2, 2.2.1, 2.2.2, 3.1.1, 3.1.2, 3.1.3, 3.2.1, 4.1.1, 4.2.2, 4.3.1, 5.1.1
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 the Governor about the agency's mission and operations.	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.	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

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, 2.1.2, 2.2.1, 2.2.2, 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

