

2026 Annual Accountability Report

Human Affairs Commission

Agency Code: L360

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AGENCY NAME:	Human Affairs Commission		
AGENCY CODE:	L360	SECTION:	070

AGENCY'S DISCUSSION AND ANALYSIS

I. INTRODUCTION

Since 1972, the South Carolina Human Affairs Commission (SCHAC) has carried out its statutory mission to prevent and eliminate unlawful discrimination and facilitate the betterment of human affairs throughout the State. SCHAC investigates allegations of unlawful discrimination in employment and housing; monitors fair employment practices in state government; and works across South Carolina's 46 counties to promote harmony, mutual respect, and understanding for all people.

The South Carolina Human Affairs Law (SCHAL) prohibits employment discrimination based on race, color, sex (including pregnancy, childbirth, or related medical conditions), national origin, religion, age, or disability. The South Carolina Fair Housing Law (SCFHL) prohibits housing discrimination based on race, color, sex, national origin, religion, familial status, or disability. The South Carolina Public Accommodations Law prohibits discrimination in access to public facilities (e.g., restaurants, hotels, recreational parks, and other facilities) based on race, color, national origin, or religion.

Through its Consultative Services, Compliance Programs, and Administration, SCHAC works to both prevent and eliminate unlawful discrimination. As a neutral and impartial state agency, the Commission applies the laws within its jurisdiction fairly and consistently based on the facts, evidence, and applicable law. This commitment ensures that employees and employers, tenants and housing providers, businesses, governmental entities, and community members alike can have confidence in the integrity of the Commission's processes.

Prevention is an important component of SCHAC's mission. The Community Relations Division works with local communities and governments, businesses, organizations, and residents to address concerns before they escalate into community conflict or associated social and economic disruption. The Technical Services and Training Division monitors state government hiring practices, reports employment trends to the General Assembly, and provides education and training to public- and private-sector employers regarding fair employment practices.

SCHAC recognizes South Carolina's business community as an important partner in preventing unlawful discrimination, promoting successful workplaces, and supporting a strong economy. The Commission is strengthening its emphasis on education, training, technical assistance, mediation, and proactive business engagement to help employers understand their responsibilities, strengthen workplace practices, reduce risk, and resolve disputes earlier. SCHAC continues to build relationships with employers, chambers of commerce, professional associations, economic-development partners, educational institutions, local governments, and community organizations to expand these preventive efforts.

SCHAC's Compliance Programs investigate allegations of unlawful employment and housing discrimination. The filing of a complaint does not create a presumption that discrimination occurred. Complainants are entitled to a fair and meaningful process, while respondents are equally entitled to an objective review and due process. SCHAC is committed to investigations that are timely, thorough, impartial, and legally sound.

SCHAC's Legal Division litigates appropriate matters under the SCHAL and SCFHL and enforces subpoenas when necessary. The Commission also provides mediation and alternative dispute resolution, offering employees and employers, tenants and housing providers, and other parties opportunities to resolve disputes efficiently and reduce the time, expense, and uncertainty associated with prolonged proceedings.

SCHAC serves as South Carolina's Fair Employment Practices Agency (FEPA) through a work-sharing agreement with the U.S. Equal Employment Opportunity Commission (EEOC) and participates in the Fair Housing Assistance Program (FHAP) administered by the U.S. Department of Housing and Urban Development (HUD). These important partnerships allow South Carolina to maintain a significant role in investigating and resolving discrimination complaints arising within the State while leveraging federal resources through cooperative enforcement arrangements.

SCHAC's work remains imperative as South Carolina experiences continued population growth, business investment, workforce changes, and evolving communities. A strong economy depends upon successful businesses and employers, just as strong communities depend upon confidence that laws prohibiting unlawful discrimination will be fairly enforced. SCHAC therefore balances enforcement with education, prevention, mediation, technical assistance, and early resolution to support compliance, protect individuals, reduce unnecessary disputes, and strengthen communities.

The Commission continues to focus on modernization, continuous improvement, case-processing efficiency, workforce capacity, technology, and strategic partnerships. Ultimately, SCHAC seeks to be recognized not simply as an enforcement agency, but as a trusted, neutral, and solutions-oriented state resource. Through fair and impartial enforcement, prevention, education, mediation, training, and community engagement, SCHAC serves employees and employers, tenants and housing providers, businesses, governmental entities, and community members alike. The Commission remains committed to strengthening communities, supporting compliance and economic opportunity, and contributing to South Carolina's continued success as an excellent place to live, work, conduct business, and invest.

II. MAJOR ACHIEVEMENTS IN THE PROGRAM AREA OF CONSULTATIVE SERVICES: THE "PREVENTION" OF UNLAWFUL DISCRIMINATION

The Consultative Services Division addresses discrimination prevention. This area includes Technical Services and Training, and Community Relations. These divisions operate on a state fiscal year.

A. Technical Services and Training Division

Our Technical Services and Training Division monitors the hiring practices of state agencies, colleges, and universities to provide an Annual Report to the General Assembly that measures employment trends in state government and progress in extending equal employment opportunities to qualified applicants. This division also conducts training to educate the State, Local, and Private Sector employers, employees, and the public on implementing fair employment practices effectively and legally. Work performed by our Technical Services and Training Division impacts approximately **77,409** state employees.

The Technical Services and Training (TS&T) Division has successfully monitored employee hiring and promotions across 98 State agencies and issued the "Annual Report to the General Assembly on the Status of Equal Employment Opportunity in South Carolina State Government" on February 1, 2026.

TS&T uses the Computerized Affirmative Action Management System (CAAMS) to evaluate state agency employment data and monitor recruitment, hiring, and promotion practices. During the State Fiscal Year (SFY) of 2025-26, with the AAP process improvement, all state agencies with fifteen (15) FTEs were required to participate in this year's affirmative action reporting process. This year's Annual Report results demonstrate that twelve (12) agencies made the SCHAC top ten list; in addition, 48 agencies showed an increase in their goal achievement, and several agencies significantly increased their goal attainment.

TS&T's outreach and education initiatives expanded to ensure employers' training requirements are effectively met through webinars and training sessions on employment laws and workplace professionalism. TS&T has conducted fifty-three (53) sessions on employment laws focusing on preventing and addressing unlawful discrimination and harassment in the workplace for twenty-eight (28) state agencies and twenty-five (25) county government/other entities, reaching a total of 1,646 employees.

Additionally, TS&T organized the EEO 2026 Forum, which focused on creating an Organizational Culture of Trust, and the Annual EEO Officer Training Day in 2026 in collaboration with the U.S. EEOC Atlanta District Office. The "Prevention Corner" newsletter is published quarterly, providing information on discrimination laws and prevention, and additional articles are published to raise awareness about discrimination in the workplace.

B. <u>Community Relations Division</u>

During the fiscal year, the SCHAC CRD Team continued to develop partnerships to strengthen ties with the community to resolve issues at the lowest level. These new partnerships include the SC Municipal Human Resources Association, local chamber of commerce, local coordinating councils, Department of Aging, Upstate Mediation Center, and Department of Behavioral Health and Developmental Disabilities. Our collaboration with the community has resulted in 16 training sessions of SCHAC's "Know Your Rights" training, resulting in 608 people receiving the training.

Our community outreach into the Spanish-speaking community throughout the state has resulted in new partnerships with the Upstate Hispanic Alliance, Midlands Hispanic Alliance, and the Gullah & Latino Advisory Council. Each of these new partnerships has the potential to become a SCHAC Advisory Council (AC) in the new fiscal year.

One of the CRD Team members is utilizing the SC Department of Administration APM Cohort Program, with expected graduation in the new state fiscal year.

Through our newly established community partner, Upstate Mediation Center, one of the CRD Team members was able to receive free 40 hours of mediation/alternative dispute resolution course training.

Additionally, the CRD is responsible for resolving complaints in compliance with the Right to Equal Enjoyment of and Privileges to Public Accommodations Law. (§ 45-9-10 to § 45-9-120) During SFY26, thirty-seven (37) cases were filed under S.C. Code Ann. § 1-13-190(e) and/or § 45-9-40. SCHAC closed thirty-seven (37) pending cases in this program area, with 14 closures attributable to alternative dispute resolution.

- Goal Attainment Explanation:
  - Social Media reach count (goal = 2,500)
  - Response: Our social media platforms were established at no cost to the state. During this SFY, we did not reach our goal but reached 1,463. In the previous year, CRD had some turnover in staff. We have hired a new team member who will assist us in reaching our goals.

III. MAJOR ACHIEVEMENTS IN PROGRAM AREA OF COMPLIANCE: THE "ELIMINATION" OF UNLAWFUL DISCRIMINATION

Investigations of allegations of unlawful discrimination in employment and housing are addressed within the area of Compliance Programs. The following areas of the agency contribute to the work of resolving these allegations:

- Equal Employment Opportunity (EEO)
- Intake and Investigations
- Fair Housing Intake and Investigations
- Legal Services/Mediation/Conciliations

SCHAC's work-sharing agreement with the EEOC operates on the federal fiscal year (FFY). The last completed contract year as of the writing of this report is FFY 2024-25, and those numbers are reflected in this report.

A. Equal Employment Opportunity (EEO) Intake Division

During FFY 2024-2025, the EEO Intake Department received 16,324 total contacts. In response, 401 questionnaires were issued to citizens desiring to file discrimination charges; 1246 independent questionnaires were submitted through U.S. mail and/or online services; 504 formal charges of discrimination were perfected and signed by complainants; 456 charges of discrimination were retained by SCHAC for investigation; 48 charges were waived to other agencies for investigation primarily due to lack of SCHAC jurisdiction; additionally, over the past three years, the average number of cases waived to SCHAC from the EEOC has been 85 cases per year.

B. EEO Enforcement Investigations

During the federal fiscal year, SCHAC issued 72 Administrative Closures, 301 No Cause Determinations, and 129 Conciliations/Settlements, securing $1,182,812.14 in monetary relief for charging parties. Additionally, four Case Determination cases were referred to the EEOC following unsuccessful conciliations.

Case Trending by Basis (EEO)	
Disability	**178**
Multiple (Race, Sex, National Origin, Color, & Religion)	**103**
Race	**101**
Sex	**81**
Age	**59**
Retaliation	**12**
Religion	**7**
National Origin	**5**
Color	**0**

For EEOC FFY25, ending September 30, 2025, SCHAC successfully completed its contract to investigate 530 cases, which was an increase of 80 investigations over FFY24. This significant increase reflects the addition of several new SCHAC EEO Investigators and strengthened the agency's capacity to address workplace discrimination complaints.

C. Fair Housing Intake and Investigations

The Fair Housing Division 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, SCHAC may mediate or conciliate cases on behalf of the complainant and the respondent. If the respondent has violated the Fair Housing Law, SCHAC's Legal Division must litigate the case on behalf of the aggrieved complainant. Litigation proceeds either in circuit court or at an administrative hearing before a panel of SCHAC's Board of Commissioners. The venue is elected by either the complainant or the respondent, in accordance with the SCFHL.

SCHAC 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." Note: The HUD contract fiscal year runs from July 1 to June 30 of each year.

Based on South Carolina's population, HUD expects SCHAC to close at least sixty (60) cases per fiscal year. During SFY 25-26, SCHAC completed 108 cases, an increase of 6 investigations from the previous contract year. SCHAC has consistently exceeded performance over the years and has continued this success. As a result, HUD has renewed its Memorandum of Understanding with SCHAC. This is the ninth (9th) consecutive year over 100 housing cases have been closed during the state fiscal year in the agency's history.

During SFY2025-26, SCHAC received 108 new housing cases for investigation.

Cases Trending by Basis (Fair Housing)	
Disability	58
Disability/Retaliation	13
Race	13
Familial Status	5
Retaliation	5
Race & Disability	4
Sex	4
Religion	2
Color	1
National Origin	1
Race & Sex/Multiple	1
Sex/Retaliation	1

D. Legal, including Mediation/Conciliation

In accordance with the SCHAC enforcement provisions, the Legal Division furthers the agency's mission by litigating "for cause" matters involving housing and employment discrimination.

Through the Legal Division (Office of General Counsel), during Fiscal Year July 1, 2025–June 30, 2026 (FY 2025–2026), there were seven (7) housing cause cases active in litigation. Of these, one (1) case was successfully resolved through settlement. Four (4) cases remain in active litigation in Circuit Court, and two (2) cases remain in litigation before the Commission Panel. Of the six (6) remaining active cases, one (1) is currently in settlement negotiations.

As a result of mediations conducted during SFY 2025–2026, a total of thirty-six (36) complaints were successfully resolved out of seventy-two (72) or 50% of mediations conducted across all types of cases investigated by the Commission. Fifty-eight (58) of those mediations involved employment discrimination cases. One (1) non-employment case referred to mediation was subsequently resolved.

Settlement funds obtained through mediation across all compliance divisions totaled $ 723,471.50.

Employment matters that resulted in an impasse at mediation continued through the full investigation process. Mediation is an important component of the Commission's enforcement efforts because it provides charging parties and respondents with an opportunity to resolve their disputes and reach mutually agreeable terms without the need for a full investigation or court involvement.

The Agency's Mediation Division also helps fulfill the legislative mandate to attempt to resolve both non-litigated and litigated matters through conference, conciliation, and persuasion. The Legal Division works as part of the Commission's overall team, in conjunction with other divisions, to resolve matters effectively and efficiently and to further the Agency's mission.

IV. MAJOR ACHIEVEMENTS IN ADMINISTRATION

During this reporting period, SCHAC achieved several significant administrative milestones that position the agency for continued modernization, stronger performance, and enhanced service to the people of South Carolina.

A. New Executive Leadership

SCHAC welcomed a new Agency Head with more than 30 years of government and civil and human rights experience, including extensive executive leadership and nationally recognized expertise in the field. This leadership transition has brought a renewed focus on organizational excellence, accountability, innovation, customer service, strategic partnerships, and positioning SCHAC as a trusted, neutral, and solutions-oriented state resource.

B. Successful Agency Relocation

SCHAC successfully relocated its operations to a new facility designed to better support employees and customers. The new location provides a more professional, functional, and collaborative working environment that has contributed to improved employee morale and greater opportunities for communication and teamwork across program areas. The facility also supports more efficient operations and increased accessibility for customers seeking information, assistance, training, or other agency services.

C. Case Management Modernization and Online Customer Portal

SCHAC has embarked on a major technology modernization initiative to replace and enhance its case-management capabilities and establish an online customer portal. The initiative is intended to streamline case processing, improve workflow and management oversight, reduce manual processes, strengthen data collection and reporting, and provide customers with greater access to information regarding their matters. The customer portal will ultimately provide a more convenient and transparent way for individuals to interact with the agency and monitor the status of their cases.

D. Development of a New Strategic Plan

SCHAC has also initiated the development of a new agency-wide strategic plan to establish a clear roadmap for the agency's future. The planning process will evaluate current operations, identify opportunities for improvement, establish measurable priorities and performance objectives, and align agency resources with SCHAC's mission and the evolving needs of South Carolina. Particular emphasis will be placed on customer service, operational efficiency, technology and innovation, education and prevention, employee engagement, stakeholder partnerships, and continuous improvement.

E. Successful Mediation Program

One significant success is the agency's mediation program, which has successfully resolved more than 50% of the cases electing mediation. These successful resolutions benefit all parties by providing a timely and cost-effective alternative to litigation, while also helping reduce the number of matters that may ultimately enter the South Carolina court system.

F. Chapter 65 Regulatory Modernization Effort

SCHAC also advanced a comprehensive modernization of its Chapter 65 employment discrimination regulations, the agency's primary regulatory framework implementing the SCHAL. A Notice of Drafting was published in the South Carolina State Register on March 27, 2026, formally initiating the revision process. This effort will update procedural and substantive provisions to reflect current law, align the regulations with modern investigative and enforcement practices, and provide clearer guidance to employees, employers, and practitioners navigating the Commission's processes.

Together, these achievements represent an important period of organizational renewal and transformation for SCHAC. New leadership, an improved workplace, modernized technology, and a forward-looking strategic plan provide the foundation for a more efficient, accessible, collaborative, customer-focused, and high-performing agency.

V. INTERNAL FACTORS AFFECTING SCHAC PERFORMANCE:

Staffing capacity remains a significant challenge affecting SCHAC's ability to fully achieve its mission. Additional personnel are needed to manage caseloads, conduct timely investigations, expand mediation and outreach, provide training and education, improve customer service, and meet state and federal performance expectations. Adequate staffing will become increasingly important as SCHAC implements a new case-management system, online customer portal, and strategic plan.

Although employee turnover has declined, SCHAC continues to compete with employers offering higher salaries. The cost of recruiting and training employees who subsequently leave places additional demands on agency resources and existing staff. Competitive compensation and sufficient staffing are essential to retaining experienced employees, preserving institutional knowledge, and improving overall performance.

To strengthen recruitment and retention, SCHAC offers workplace flexibility through business-casual attire, telecommuting for eligible employees, flexible and compressed work schedules, performance-based salary increases and bonuses when available, and a infant at work program for eligible new parents.

While these initiatives support a positive workplace culture, additional staff and competitive compensation remain critical to SCHAC's ability to effectively fulfill its mission and provide timely, high-quality service to the people of South Carolina.

VI. EXTERNAL FACTORS AFFECTING SCHAC PERFORMANCE

Significant changes at the federal level have directly affected SCHAC's workload and operational capacity. Over the past 18 months, federal partners, particularly the U.S. Equal Employment Opportunity Commission (EEOC) and U.S. Department of Housing and Urban Development (HUD), have experienced substantial staffing reductions. As a result, greater reliance has been placed on state and local fair employment and fair housing agencies, including SCHAC, to assist with enforcement and case-processing responsibilities.

This shift has contributed to an estimated 25–40% increase in SCHAC's caseload, placing additional demands on investigators, mediators, supervisors, and administrative staff. While SCHAC remains committed to meeting its state and federal responsibilities, the increased workload underscores the need for additional staffing and resources to maintain timely case processing, quality investigations, effective mediation, and strong customer service.

SCHAC will continue working closely with its federal partners while evaluating staffing, technology, and operational strategies necessary to respond effectively to this changing enforcement environment.

VII. RISK ASSESSMENT AND MITIGATION STRATEGIES

SCHAC continuously evaluates internal and external risks that could affect its ability to fulfill its mission. Key risks and mitigation strategies include:

A. Increased Caseload and Staffing Capacity

Federal staffing reductions and increased reliance on state and local agencies have contributed to an estimated 25–40% increase in SCHAC's caseload. To address this ongoing challenge, SCHAC plans to submit a FY27 budget request to the General Assembly for additional staff needed to manage increased caseloads, maintain timely investigations, expand mediation efforts, and provide quality customer service. The agency will also continue to prioritize workloads and maximize available resources.

B. Employee Recruitment and Retention

Competition for experienced employees presents risks to productivity, institutional knowledge, and service delivery. SCHAC will continue utilizing flexible work arrangements, professional development, performance incentives when available, and other employee-engagement and retention strategies while advocating for competitive compensation.

C. Technology and Case Management

SCHAC is pursuing a modernized case-management system and online customer portal to streamline workflows, improve data integrity and reporting, strengthen management oversight, and provide customers with greater accessibility and transparency.

D. Federal Funding and Partnership Changes

Changes in federal funding, staffing, contracts, or enforcement priorities could affect SCHAC's workload and resources. The agency will continue strengthening its partnerships with EEOC, HUD, DOJ, and other stakeholders while closely monitoring federal developments that could impact operations.

E. Operational Continuity and Organizational Effectiveness

SCHAC will strengthen succession planning, cross-training, internal controls, management accountability, and communication to ensure continuity of essential services during periods of organizational change or increased demand.

F. Strategic and Performance Management

SCHAC is developing a new strategic plan with measurable goals, performance indicators, and accountability measures. Regular leadership reviews will assess progress, identify emerging risks, and allow the agency to make timely operational adjustments.

Together, these strategies, including the planned FY27 legislative budget request for additional staffing, will help SCHAC address growing service demands, strengthen organizational capacity, mitigate operational risks, and continue providing timely and effective services to the people and businesses of South Carolina.

VIII. CONCLUSION

The spirit of healing, harmony, fairness, and mutual respect envisioned by the Governor and General Assembly when the South Carolina Human Affairs Commission was established in 1972 remains central to SCHAC's mission today. For more than five decades, the Commission has worked to prevent and eliminate unlawful discrimination while helping create greater opportunity and stronger communities throughout South Carolina.

SCHAC's work benefits individuals, families, communities, and businesses alike. Through fair and neutral enforcement of the law, mediation, education, training, technical assistance, and outreach, the Commission provides employees, employers, tenants, housing providers, and other stakeholders with opportunities to understand their rights and responsibilities and resolve disputes constructively. Effective enforcement, coupled with prevention and early resolution, can reduce costly litigation and help resolve disagreements before they escalate into more significant conflicts.

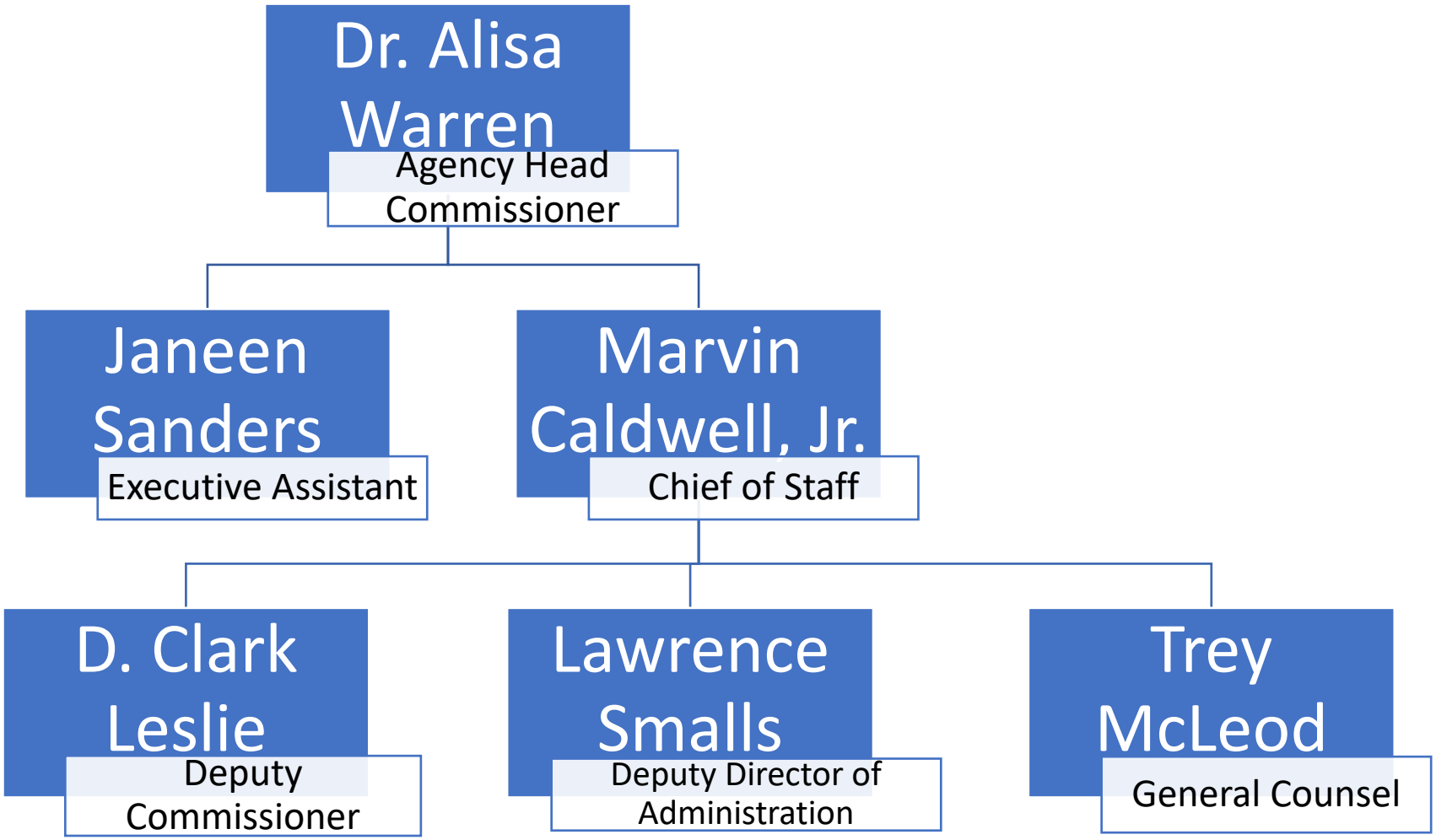
South Carolina's business community is an essential partner in this work. Employers create jobs, invest in communities, and drive the State's economic growth. SCHAC is committed not only to enforcing anti-discrimination laws fairly, but also to helping businesses understand and comply with those laws. By expanding education, training, mediation, technical assistance, and proactive engagement with employers and business organizations, SCHAC can help prevent problems before they occur, support successful workplaces, and promote a business environment where both employers and employees can thrive.

As South Carolina continues to grow, SCHAC must grow and modernize with it. Investments in additional staffing, technology, a modern case-management system and customer portal, strategic planning, and stronger partnerships will help the Commission respond to increasing demand while improving efficiency, accessibility, transparency, and customer service.

Looking forward, SCHAC seeks to be recognized not simply as an enforcement agency, but as a trusted, neutral, and solutions-oriented state resource—one that applies the law fairly, prevents problems where possible, resolves disputes effectively, supports businesses and communities, and promotes opportunity for all. Through this balanced approach, SCHAC will continue contributing to making South Carolina an exceptional place to live, work, raise a family, conduct business, and invest.

AGENCY NAME:	Human Affairs Commission		
AGENCY CODE:	L360	SECTION:	070

AGENCY ORGANIZATIONAL CHART



2026

Reorganization and Compliance

as submitted for the Accountability Report by:

L360 - HUMAN AFFAIRS COMMISSION

Primary Contact

First Name	Last Name	Role/Title	Email Address	Phone
Alisa	Warren	Commissioner	awarren@schac.sc.gov	803-737-7825

Secondary Contact

First Name	Last Name	Role/Title	Email Address	Phone
Marvin	Caldwell, Jr.	Interim Commissioner	mcaldwell@schac.sc.gov	803-737-7826

Agency Mission	**Adopted in:**	**2020**

The Mission of the South Carolina Human Affairs Commission is to eliminate and prevent unlawful discrimination in: 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; and public accommodations on the basis of race, color, national origin, and religion thereby promoting harmony and the betterment of human affairs for all people.

Agency Vision	**Adopted in:**	**2020**

The South Carolina Human Affairs Commission's vision is to be well known statewide and nationally, with a positive image and a mission that is understood and accepted by the public. SCHAC is a fully resourced, customer-friendly agency with a diverse, well-trained and efficient team working together effectively in a safe and supportive work environment in fulfillment of the agency's mission.

Recommendations for reorganization requiring legislative change:

None

Agency intentions for other major reorganization to divisions, departments, or programs to allow the agency to operate more effectively and efficiently in the succeeding fiscal year:

Restructure organization to move EEO Intake Department under Deputy of Compliance

Significant events related to the agency that occurred in FY2026

Description of Event	Start	End	Agency Measures Impacted	Other Impacts
Hiring of New Agency Head	January	June	Increase the efficiencies and effectiveness of the Commission	
New Board Members	May	June	Increase the number of collaborative partnerships	
Move to new location	June	July	Improve the efficiency of the Commission by decreasing the Employee Turnover Rate	Improve the efficiency, accessibility, and collaboration

Is the agency in compliance with S.C. Code Ann. § 2-1-220, which requires submission of certain reports to the Legislative Services Agency for publication online and the State Library? (See also S.C. Code Ann. § 60-2-20).	Yes
Reason agency is out of compliance: (if applicable)	
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
Does the law allow the agency to promulgate regulations?	Yes
Law number(s) which gives the agency the authority to promulgate regulations:	**S.C. Code Ann. §§1-13-70(c); 31-21-100(1); 45-9-110**

Has the agency promulgated any regulations?	Yes
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
(End of Reorganization and Compliance Section)	

FY2026

Strategic Plan Results

as submitted for the Accountability Report by:

L360 - HUMAN AFFAIRS COMMISSION

Goal 1 Enhance the reputation of the State by preventing discrimination through training, outreach and community relations

Goal 2 Eliminate Employee Discrimination through Enforcement of the Human Affairs Law

Goal 3 Eliminate Housing Discrimination through Enforcement of the Fair Housing Law

Goal 4 Increase the efficiencies and effectiveness of the Commission through training and employee retention

Perf. Measure Number	Description	Base	Target	Actual	Value Type	Desired Outcome	Time Applicable	Calculation Method	Data Source	Data Location	Stakeholder Need Satisfied	Primary Stakeholder	State Funded Program Number Responsible	Notes
1.1	**Train stakeholders to prevent discrimination**									**State Objective:**	**Maintaining Safety, Integrity and Security**			
1.1.1	Number of External Training Attendees - Housing	358	257	240	Count	Equal to or greater than	State Fiscal Year	Count of attendees	SCHAC Activity Reports - Monthly	Housing Enforcement	Education of the law and housing provider obligations.	Industry	1000.000000.000; 9500.050000.000; 9816.060000000	Staff focused on getting out the influx of cases received.
1.1.2	Number of External Training Attendees - Employment	1,673	1,500	1,646	Count	Equal to or greater than	State Fiscal Year	Count of attendees	SCHAC Activity Reports - Monthly	Technical Services and Training	Education of the law and their employment obligations.	Industry	0502.000000.000; 9818.070000000; 9500.050000.000; 9816.060000000	
1.1.3	Invitations to provide additional training to agencies/businesses by referral within State Fiscal Year	10	10	16	Count	Equal to or greater than	State Fiscal Year	Count of invitations	SCHAC Activity Reports - Monthly	Technical Services and Training	Education of the law and employment obligations.	Industry	0502.000000.000; 9818.070000000; 9500.050000.000; 9816.060000000	
1.2	**Conduct a computer analysis of each Agency's hiring and promotion practices.**									**State Objective:**	**Maintaining Safety, Integrity and Security**			
1.2.1	95% of required State agencies meet 70% of their employment goals for minorities and women based on availability estimates of the qualified labor pool	96%	95%	98%	Percent	Equal to or greater than	State Fiscal Year	CAAMS	Annual Report to General Assembly	CAAMS	Status of EEO in State Govt	General Assembly	0502.000000.000; 9801.030000.000; 9500.050000.000; 9816.060000000	
1.2.2	Provide technical assistance to 100% of Agencies requiring assistance with goal attainment in their Affirmative Action Plans	100%	100%	100%	Percent	Equal to or greater than	State Fiscal Year	Number of agencies requesting assistance / Responses to agencies	SCHAC Activity Reports - Monthly	CAAMS	Monitoring of EEO in State Govt and AAPs.	State Agencies	0502.000000.000; 9801.030000.000; 9500.050000.000; 9816.060000000	

Perf. Measure Number	Description	Base	Target	Actual	Value Type	Desired Outcome	Time Applicable	Calculation Method	Data Source	Data Location	Stakeholder Need Satisfied	Primary Stakeholder	State Funded Program Number Responsible	Notes
1.2.3	Monitor 100% of Agencies who have not met the State goal attainment for Affirmative Action Plans	100%	100%	100%	Percent	Equal to or greater than	State Fiscal Year	Number of non-compliant agencies assisted / Number of non-compliant agencies	SCHAC Activity Reports - Monthly	CAAMS; SCHAC database	AAP feedback	State Agencies	0502.000000.000; 9801.030000.000; 9500.050000.000; 9816.060000000;	
1.3	**Provide outreach and community relations opportunities to promote the Agency's mission across the State**										**State Objective: Maintaining Safety, Integrity and Security**			
1.3.1	Number of Outreach Opportunities each SFY - Public	78,835	1,221	21,429	Count	Equal to or greater than	State Fiscal Year	Count of opportunities	SCHAC Activity Reports - Monthly	Consultative Services	Education and Awareness	General Public and Industry	0502.000000.000; 9816.060000000; 9500.050000.000; 9801.030000.000; 9818.070000000	
1.3.2	Number of Outreach Opportunities each SFY - Professionals	86,103	328	88,451	Count	Equal to or greater than	State Fiscal Year	Count of opportunities	SCHAC Activity Reports - Monthly	Consultative Services	Education and Awareness	General Public and Industry	0502.000000.000; 9816.060000000; 9500.050000.000; 9801.030000.000; 9818.070000000	
1.3.3	Social media reach	2,768	2,500	1,463	Count	Equal to or greater than	State fiscal year	Count of views	SCHAC Activity Reports - Monthly	Consultative Services	Education and Awareness	General Public and Industry	0502.000000.000; 9816.060000000; 9500.050000.000; 9801.030000.000; 9818.070000000	Our social media platforms were established at no cost to the state. During this SFY, we did not reach our goal but reached 1,463. In the previous year, CRD had some turnover in staff. We have hired a new team member who will assist us in reaching our goals.
1.3.4	Mediators have a 30% success rate for both parties agreeing to enter mediation	38%	30%	36%	Percent	Equal to or greater than	State Fiscal Year	Number of relationships developed that support Community Relations goals	Mediation Monthly Report	Community Relations Division	Resolution of Complaint	Charging Parties, Respondents, and General Public	0502.000000.000; 9816.060000000; 9500.050000.000; 9801.030000.000; 9818.070000000	
1.3.5	Number of Outreach Events each SFY - Public	45	20	124	Count	Equal to or greater than	State Fiscal Year	Count of Events	SCHAC Activity Reports - Monthly	Consultative Services	Education and Awareness	General Public and Industry	0502.000000.000; 9816.060000000; 9500.050000.000; 9801.030000.000; 9818.070000000	
1.3.6	Number of Outreach Events each SFY - Professionals	50	20	63	Count	Equal to or greater than	State Fiscal Year	Count of Events	SCHAC Activity Reports - Monthly	Consultative Services	Education and Awareness	General Public and Industry	0502.000000.000; 9816.060000000; 9500.050000.000; 9801.030000.000; 9818.070000000	

Perf. Measure Number	Description	Base	Target	Actual	Value Type	Desired Outcome	Time Applicable	Calculation Method	Data Source	Data Location	Stakeholder Need Satisfied	Primary Stakeholder	State Funded Program Number Responsible	Notes
1.3.7	Increase the number of structured advisory councils throughout the state	0	2	3	Count	Equal to or greater than	State Fiscal Year	Number of councils formed within SFY	List of charters/MOUs	Community Relations Division	Education and Awareness	General Public	0502.000000.000; 9816.060000000; 9500.050000.000; 9801.030000.000; 9818.070000000	
1.3.8	Increase the number of collaborative partnerships.	5	3	6	Count	Equal to or greater than	State Fiscal Year	Number of relationships developed that support Community Relations goals	Collaborative agendas, meeting agendas, and other documentation	Community Relations Division	Education and Awareness	General Public, Federal Agencies, State Agencies, Industry	0502.000000.000; 9816.060000000; 9500.050000.000; 9801.030000.000; 9818.070000000	
2.1	**Implement an efficient processing system for Employment discrimination complaints**									**State Objective:**	**Maintaining Safety, Integrity and Security**			
2.1.1	Close 80% of carried forward inventory and cases received in previous FFY	78%	80%	93%	Percent	Equal to or greater than	Federal Fiscal Year	Cases Closed / (Pending Inventory + Cases Received)	Compliance Program Monthly Activity Report	ARC - EEO Enforcement	Resolution of Complaint	Charging Parties, Respondents, and Attorneys	1000.000000.000; 9500.050000.000; 9801.030000.000	
2.1.2	95% or more of closures initially accepted by the EEOC during the FFY	98%	95%	100%	Percent	Equal to or greater than	Federal Fiscal Year	Cases Initially Accepted by EEOC / Cases Closed	Compliance Program Monthly Activity Report	ARC - EEO Enforcement	Resolution of Complaint	EEOC, Charging Parties, Respondents, and Attorneys	1000.000000.000; 9500.050000.000; 9801.030000.000	
2.2	**Enforce compliance with agreements/settlements and legal orders through monitoring**									**State Objective:**	**Maintaining Safety, Integrity and Security**			
2.2.1	Review 100% of agreements/settlements annually	100%	100%	100%	Percent	Equal to or greater than	State Fiscal Year	Number reviewed / Number of orders	SCHAC Activity Reports - Monthly	Legal	Resolution of Complaint	Charging Parties, Respondents, and General Public	1000.000000.000; 9500.050000.000; 9801.030000.000	
2.2.2	Review 100% of legal orders annually	100%	100%	100%	Percent	Equal to or greater than	State Fiscal Year	Number reviewed / Number of orders	SCHAC Activity Reports - Monthly	Administrative	Resolution of Complaint	Charging Parties or Respondents and General Public	0100.000000.000; 9500.050000.000; 9801.030000.000	
2.2.3	Enforce 100% of legal orders against respondents who fail to comply, as needed	100%	100%	100%	Percent	Equal to or greater than	State Fiscal Year	Number of enforcements / Number of orders	SCHAC Activity Reports - Monthly	Legal	Resolution of Complaint	Charging Parties and General Public	0100.000000.000; 9500.050000.000; 9801.030000.000	
2.3	**Encourage conciliated resolutions between charging parties and respondents**									**State Objective:**	**Maintaining Safety, Integrity and Security**			
2.3.1	Utilize the mediators for 10% of our employment cases	11%	10%	11.68%	Percent	Equal to or greater than	Federal Fiscal Year	Number held / Number Closed	Mediation Monthly Report	Legal	Resolution of Complaint	Charging Parties, Respondents, Attorneys, and Legal System	1000.000000.000; 9500.050000.000; 9801.030000.000	

Perf. Measure Number	Description	Base	Target	Actual	Value Type	Desired Outcome	Time Applicable	Calculation Method	Data Source	Data Location	Stakeholder Need Satisfied	Primary Stakeholder	State Funded Program Number Responsible	Notes
2.3.2	Employment Investigators negotiate settlement for 10% of their employment cases	21%	10%	24%	Percent	Equal to or greater than	Federal Fiscal Year	Cases Settled by Employment Investigators / Cases Completed	Compliance Program State Report and Mediation Report	EEO Enforcement	Resolution of Complaint	Charging Parties, Respondents, Attorneys, and Legal System	1000.000000.000; 9500.050000.000; 9801.030000.000	
2.3.3	Mediators have a 50% success rate for mediations scheduled	67%	50%	50%	Percent	Equal to or greater than	State Fiscal Year	Successful / Held	Mediation Monthly Report	Legal	Resolution of Complaint	Charging Parties, Respondents, Attorneys, and Legal System	1000.000000.000; 9500.050000.000	
3.1	**Implement an efficient processing system for Housing discrimination complaints**									**State Objective:**	**Maintaining Safety, Integrity and Security**			
3.1.1	Close 80% of cases received in SFY 2023-24	82%	80%	85%	Percent	Equal to or greater than	State Fiscal Year	Cases Closed / Cases Received	Status of Fair Housing Complaint Activity Report	HEMS- Housing Enforcement	Resolution of Complaint	Charging Parties, Respondents, Attorneys, and Legal System	1000.000000.000; 9500.050000.000; 9801.030000.000	
3.1.2	85% or more of closures accepted by HUD during the SFY	99%	85%	99%	Percent	Equal to or greater than	State Fiscal Year	Cases Accepted by HUD / Cases Closed	Status of Fair Housing Complaint Activity Report	HEMS- Housing Enforcement	Resolution of Complaint	HUD	1000.000000.000; 9500.050000.000; 9801.030000.000	
3.2	**Promote settlements/agreements and ensure compliance with settlements/agreements through monitoring**									**State Objective:**	**Maintaining Safety, Integrity and Security**			
3.2.1	Conciliate more than 20% of Housing cases	17%	20%	28%	Percent	Equal to or greater than	State Fiscal Year	Cases Conciliated / Cases Closed	Status of Fair Housing Complaint Activity Report	HEMS- Housing Enforcement	Resolution of Complaint	Charging Parties, Respondents, Attorneys and Legal System	1000.000000.000; 9500.050000.000; 9801.030000.000	
3.2.2	Review 100% of conciliations annually and audit respondents	100%	100%	100%	Percent	Equal to or greater than	State Fiscal Year	Number of conciliations / Monthly audits	Housing	Housing Enforcement	Ensure compliance	Charging Parties and General Public	0100.000000.000; 9500.050000.000; 9801.030000.000	
4.1	**Increase the efficiencies of the Employment Enforcement Division**									**State Objective:**	**Education, Training, and Human Development**			
4.1.1	Number of Internal Training Attendees - Employment	207	130	165	Count	Equal to or greater than	Federal Fiscal Year	Count of attendees	Sign in sheets/HR records	EEO Enforcement	Proficient employees	Charging Parties, Respondents, and Attorneys	1000.000000.000; 9500.050000.000; 9801.030000.000	

Perf. Measure Number	Description	Base	Target	Actual	Value Type	Desired Outcome	Time Applicable	Calculation Method	Data Source	Data Location	Stakeholder Need Satisfied	Primary Stakeholder	State Funded Program Number Responsible	Notes
4.1.2	Decrease the average charge age to improve processing times. (Employment Enforcement Division)	172	180	230	Count	Equal to or less than	Federal Fiscal Year	ARC	EEOC Pending Inventory Report	ARC - EEO Enforcement	Timeliness of complaints for legal filings	Charging Parties and Attorneys	1000.000000.000; 9500.050000.000; 9801.030000.000	Had an influx of cases received by 40%
4.2	**Increase the efficiencies of the Fair Housing Division**										**State Objective: Education, Training, and Human Development**			
4.2.1	Number of Internal Training Attendees - Housing	6400.00%	4000%	10200.00%	Count	Equal to or greater than	State Fiscal Year	Count of attendees	Sign in sheets	Housing Enforcement	Proficient employees	Charging Parties, Respondents, and Attorneys	1000.000000.000; 9500.050000.000; 9801.030000.000	
4.2.2	Decrease the average charge age to improve processing times. (Fair Housing Division)	209	150	202	Count	Equal to or less than	State Fiscal Year	HEMS	HEMS	HEMS- Housing Enforcement	Timeliness of complaints for legal filings	Charging Parties and Attorneys	1000.000000.000; 9500.050000.000; 9801.030000.000	Had an influx of cases received by 25%.
4.3	**Increase the effectiveness and efficiency of the Commission through employee retention and successful audit reviews**										**State Objective: Education, Training, and Human Development**			
4.3.1	Improve the efficiency of the Commission by decreasing the Employee Turnover Rate	16.25%	15%	13.44%	Percent	Equal to or less than	State Fiscal Year	Number of Employees Leaving Commission / FTE's	Quarterly Human Resources Update for Board	Human Resources	Maintains proficient employees, reducing inefficiencies	General Public, Charging Parties, Respondents, and Attorneys	0100.000000.000; 9500.050000.000; 9801.030000.000	The vacancy rate is higher than anticipated due to agency relocation.
4.3.2	Ensure adherence to all Generally Accepted Accounting Principles (GAAP) by successfully completing the State audit with minimal audit exceptions	0	0	0	Count	Equal to or less than	State Fiscal Year	Count of exceptions	Audit report from the Office of State Auditors	Finance/Adminis tration	Agency proficiency	General Public	0100.000000.000; 9500.050000.000; 9801.030000.000	
4.3.3	Ensure adherence with Department of Administration guidelines	100%	100%	100%	Percent	Equal to or greater than	State Fiscal Year	square footage per staff allocation	Admin Services - Office of Facility Management	Admin Services - Office of Facility Management	Agency proficiency	General Public, Staff and Board	0100.000000.000; 9500.050000.000; 9801.030000.000	

Strategic Plan Development

FY2027

as submitted for the Accountability Report by:

L360 - HUMAN AFFAIRS COMMISSION

Goal 1 Enhance the reputation of the State by preventing discrimination through training, outreach and community relations

Goal 2 Eliminate Employee Discrimination through Enforcement of the Human Affairs Law

Goal 3 Eliminate Housing Discrimination through Enforcement of the Fair Housing Law

Goal 4 Increase the efficiencies and effectiveness of the Commission through training and employee retention

Perf. Measure Number	Description	Base	Target	Value Type	Desired Outcome	Time Applicable	Calculation Method	Data Source	Data Location	Stakeholder Need Satisfied	Primary Stakeholder	State Funded Program Number Responsible	Notes
1.1	**Train stakeholders to prevent discrimination**								**State Objective: Maintaining Safety, Integrity and Security**				
1.1.1	Number of External Training Attendees - Housing	358	257	Count	Equal to or greater than	State Fiscal Year	Count of attendees	SCHAC Activity Reports - Monthly	Housing Enforcement	Education of the law and housing provider obligations.	Industry	1000.000000.000; 9500.050000.000; 9816.060000000	
1.1.2	Number of External Training Attendees - Employment	1,673	1,500	Count	Equal to or greater than	State Fiscal Year	Count of attendees	SCHAC Activity Reports - Monthly	Technical Services and Training	Education of the law and their employment obligations.	Industry	0502.000000.000; 9818.070000000; 9500.050000.000; 9816.060000000	
1.1.3	Invitations to provide additional training to agencies/businesses by referral within State Fiscal Year	10	10	Count	Equal to or greater than	State Fiscal Year	Count of invitations	SCHAC Activity Reports - Monthly	Technical Services and Training	Education of the law and employment obligations.	Industry	0502.000000.000; 9818.070000000; 9500.050000.000; 9816.060000000	
1.2	**Conduct a computer analysis of each Agency's hiring and promotion practices.**								**State Objective: Maintaining Safety, Integrity and Security**				
1.2.1	95% of required State agencies meet 70% of their employment goals for minorities and women based on availability estimates of the qualified labor pool	96%	95%	Percent	Equal to or greater than	State Fiscal Year	CAAMS	Annual Report to General Assembly	CAAMS	Status of EEO in State Govt	General Assembly	0502.000000.000; 9801.030000.000; 9500.050000.000; 9816.060000000	
1.2.2	Provide technical assistance to 100% of Agencies requiring assistance with goal attainment in their Affirmative Action Plans	100%	100%	Percent	Equal to or greater than	State Fiscal Year	Number of agencies requesting assistance / Responses to agencies	SCHAC Activity Reports - Monthly	CAAMS	Monitoring of EEO in State Govt and AAPs.	State Agencies	0502.000000.000; 9801.030000.000; 9500.050000.000; 9816.060000000	

Perf. Measure Number	Description	Base	Target	Value Type	Desired Outcome	Time Applicable	Calculation Method	Data Source	Data Location	Stakeholder Need Satisfied	Primary Stakeholder	State Funded Program Number Responsible	Notes
1.2.3	Monitor 100% of Agencies who have not met the State goal attainment for Affirmative Action Plans	100%	100%	Percent	Equal to or greater than	State Fiscal Year	Number of non-compliant agencies assisted / Number of non-compliant agencies	SCHAC Activity Reports - Monthly	CAAMS; SCHAC database	AAP feedback	State Agencies	0502.000000.000; 9801.030000.000; 9500.050000.000; 9816.060000000;	
1.3	**Provide outreach and community relations opportunities to promote the Agency's mission across the State**								**State Objective: Maintaining Safety, Integrity and Security**				
1.3.1	Number of Outreach Opportunities each SFY - Public	78,835	1,221	Count	Equal to or greater than	State Fiscal Year	Count of opportunities	SCHAC Activity Reports - Monthly	Consultative Services	Education and Awareness	General Public and Industry	0502.000000.000; 9816.060000000; 9500.050000.000; 9801.030000.000; 9818.070000000	
1.3.2	Number of Outreach Opportunities each SFY - Professionals	86,103	328	Count	Equal to or greater than	State Fiscal Year	Count of opportunities	SCHAC Activity Reports - Monthly	Consultative Services	Education and Awareness	General Public and Industry	0502.000000.000; 9816.060000000; 9500.050000.000; 9801.030000.000; 9818.070000000	
1.3.3	Social media reach	2,768	2,500	Count	Equal to or greater than	State fiscal year	Count of views	SCHAC Activity Reports - Monthly	Consultative Services	Education and Awareness	General Public and Industry	0502.000000.000; 9816.060000000; 9500.050000.000; 9801.030000.000; 9818.070000000	
1.3.4	Mediators have a 30% success rate for both parties agreeing to enter mediation	38%	30%	Percent	Equal to or greater than	State Fiscal Year	Number of relationships developed that support Community Relations goals	Mediation Monthly Report	Community Relations Division	Resolution of Complaint	Charging Parties, Respondents, and General Public	0502.000000.000; 9816.060000000; 9500.050000.000; 9801.030000.000; 9818.070000000	
1.3.5	Number of Outreach Events each SFY - Public	45	20	Count	Equal to or greater than	State Fiscal Year	Count of Events	SCHAC Activity Reports - Monthly	Consultative Services	Education and Awareness	General Public and Industry	0502.000000.000; 9816.060000000; 9500.050000.000; 9801.030000.000; 9818.070000000	
1.3.6	Number of Outreach Events each SFY - Professionals	50	20	Count	Equal to or greater than	State Fiscal Year	Count of Events	SCHAC Activity Reports - Monthly	Consultative Services	Education and Awareness	General Public and Industry	0502.000000.000; 9816.060000000; 9500.050000.000; 9801.030000.000; 9818.070000000	

Perf. Measure Number	Description	Base	Target	Value Type	Desired Outcome	Time Applicable	Calculation Method	Data Source	Data Location	Stakeholder Need Satisfied	Primary Stakeholder	State Funded Program Number Responsible	Notes
1.3.7	Increase the number of structured advisory councils throughout the state	0	2	Count	Equal to or greater than	State Fiscal Year	Number of councils formed within SFY	List of charters/MOUs	Community Relations Division	Education and Awareness	General Public	0502.000000.000; 9816.060000000; 9500.050000.000; 9801.030000.000; 9818.070000000	
1.3.8	Increase the number of collaborative partnerships.	5	3	Count	Equal to or greater than	State Fiscal Year	Number of relationships developed that support Community Relations goals	Collaborative agendas, meeting agendas, and other documentation	Community Relations Division	Education and Awareness	General Public, Federal Agencies, State Agencies, Industry	0502.000000.000; 9816.060000000; 9500.050000.000; 9801.030000.000; 9818.070000000	
2.1	**Implement an efficient processing system for Employment discrimination complaints**								**State Objective: Maintaining Safety, Integrity and Security**				
2.1.1	Close 80% of carried forward inventory and cases received in previous FFY	78%	80%	Percent	Equal to or greater than	Federal Fiscal Year	Cases Closed / (Pending Inventory + Cases Received)	Compliance Program Monthly Activity Report	ARC - EEO Enforcement	Resolution of Complaint	Charging Parties, Respondents, and Attorneys	1000.000000.000; 9500.050000.000; 9801.030000.000	
2.1.2	95% or more of closures initially accepted by the EEOC during the FFY	98%	95%	Percent	Equal to or greater than	Federal Fiscal Year	Cases Initially Accepted by EEOC / Cases Closed	Compliance Program Monthly Activity Report	ARC - EEO Enforcement	Resolution of Complaint	EEOC, Charging Parties, Respondents, and Attorneys	1000.000000.000; 9500.050000.000; 9801.030000.000	
2.2	**Enforce compliance with agreements/settlements and legal orders through monitoring**								**State Objective: Maintaining Safety, Integrity and Security**				
2.2.1	Review 100% of agreements/settlements annually	100%	100%	Percent	Equal to or greater than	State Fiscal Year	Number reviewed / Number of orders	SCHAC Activity Reports - Monthly	Legal	Resolution of Complaint	Charging Parties, Respondents, and General Public	1000.000000.000; 9500.050000.000; 9801.030000.000	
2.2.2	Review 100% of legal orders annually	100%	100%	Percent	Equal to or greater than	State Fiscal Year	Number reviewed / Number of orders	SCHAC Activity Reports - Monthly	Administrative	Resolution of Complaint	Charging Parties or Respondents and General Public	0100.000000.000; 9500.050000.000; 9801.030000.000	
2.2.3	Enforce 100% of legal orders against respondents who fail to comply, as needed	100%	100%	Percent	Equal to or greater than	State Fiscal Year	Number of enforcements / Number of orders	SCHAC Activity Reports - Monthly	Legal	Resolution of Complaint	Charging Parties and General Public	0100.000000.000; 9500.050000.000; 9801.030000.000	

Perf. Measure Number	Description	Base	Target	Value Type	Desired Outcome	Time Applicable	Calculation Method	Data Source	Data Location	Stakeholder Need Satisfied	Primary Stakeholder	State Funded Program Number Responsible	Notes
2.3	**Encourage conciliated resolutions between charging parties and respondents**								**State Objective: Maintaining Safety, Integrity and Security**				
2.3.1	Utilize the mediators for 10% of our employment cases	11%	10%	Percent	Equal to or greater than	Federal Fiscal Year	Number held / Number Closed	Mediation Monthly Report	Legal	Resolution of Complaint	Charging Parties, Respondents, Attorneys, and Legal System	1000.000000.000; 9500.050000.000; 9801.030000.000	
2.3.2	Employment Investigators negotiate settlement for 10% of their employment cases	21%	10%	Percent	Equal to or greater than	Federal Fiscal Year	Cases Settled by Employment Investigators / Cases Completed	Compliance Program State Report and Mediation Report	EEO Enforcement	Resolution of Complaint	Charging Parties, Respondents, Attorneys, and Legal System	1000.000000.000; 9500.050000.000; 9801.030000.000	
2.3.3	Mediators have a 50% success rate for mediations scheduled	67%	50%	Percent	Equal to or greater than	State Fiscal Year	Successful / Held	Mediation Monthly Report	Legal	Resolution of Complaint	Charging Parties, Respondents, Attorneys, and Legal System	1000.000000.000; 9500.050000.000	
3.1	**Implement an efficient processing system for Housing discrimination complaints**								**State Objective: Maintaining Safety, Integrity and Security**				
3.1.1	Close 80% of cases received in SFY 2023-24	82%	80%	Percent	Equal to or greater than	State Fiscal Year	Cases Closed / Cases Received	Status of Fair Housing Complaint Activity Report	HEMS- Housing Enforcement	Resolution of Complaint	Charging Parties, Respondents, Attorneys, and Legal System	1000.000000.000; 9500.050000.000; 9801.030000.000	
3.1.2	85% or more of closures accepted by HUD during the SFY	99%	85%	Percent	Equal to or greater than	State Fiscal Year	Cases Accepted by HUD / Cases Closed	Status of Fair Housing Complaint Activity Report	HEMS- Housing Enforcement	Resolution of Complaint	HUD	1000.000000.000; 9500.050000.000; 9801.030000.000	
3.2	**Promote settlements/agreements and ensure compliance with settlements/agreements through monitoring**								**State Objective: Maintaining Safety, Integrity and Security**				
3.2.1	Conciliate more than 20% of Housing cases	17%	20%	Percent	Equal to or greater than	State Fiscal Year	Cases Conciliated / Cases Closed	Status of Fair Housing Complaint Activity Report	HEMS- Housing Enforcement	Resolution of Complaint	Charging Parties, Respondents, Attorneys and Legal System	1000.000000.000; 9500.050000.000; 9801.030000.000	
3.2.2	Review 100% of conciliations annually and audit respondents	100%	100%	Percent	Equal to or greater than	State Fiscal Year	Number of conciliations / Monthly audits	Housing	Housing Enforcement	Ensure compliance	Charging Parties and General Public	0100.000000.000; 9500.050000.000; 9801.030000.000	

Perf. Measure Number	Description	Base	Target	Value Type	Desired Outcome	Time Applicable	Calculation Method	Data Source	Data Location	Stakeholder Need Satisfied	Primary Stakeholder	State Funded Program Number Responsible	Notes
4.1	**Increase the efficiencies of the Employment Enforcement Division**								**State Objective: Education, Training, and Human Development**				
4.1.1	Number of Internal Training Attendees - Employment	207	130	Count	Equal to or greater than	Federal Fiscal Year	Count of attendees	Sign in sheets/HR records	EEO Enforcement	Proficient employees	Charging Parties, Respondents, and Attorneys	1000.000000.000; 9500.050000.000; 9801.030000.000	
4.1.2	Decrease the average charge age to improve processing times. (Employment Enforcement Division)	172	180	Count	Equal to or less than	Federal Fiscal Year	ARC	EEOC Pending Inventory Report	ARC - EEO Enforcement	Timeliness of complaints for legal filings	Charging Parties and Attorneys	1000.000000.000; 9500.050000.000; 9801.030000.000	
4.2	**Increase the efficiencies of the Fair Housing Division**								**State Objective: Education, Training, and Human Development**				
4.2.1	Number of Internal Training Attendees - Housing	64	40	Count	Equal to or greater than	State Fiscal Year	Count of attendees	Sign in sheets	Housing Enforcement	Proficient employees	Charging Parties, Respondents, and Attorneys	1000.000000.000; 9500.050000.000; 9801.030000.000	
4.2.2	Decrease the average charge age to improve processing times. (Fair Housing Division)	209	150	Count	Equal to or less than	State Fiscal Year	HEMS	HEMS	HEMS- Housing Enforcement	Timeliness of complaints for legal filings	Charging Parties and Attorneys	1000.000000.000; 9500.050000.000; 9801.030000.000	
4.3	**Increase the effectiveness and efficiency of the Commission through employee retention and successful audit reviews**								**State Objective: Education, Training, and Human Development**				
4.3.1	Improve the efficiency of the Commission by decreasing the Employee Turnover Rate	16.25%	15%	Percent	Equal to or less than	State Fiscal Year	Number of Employees Leaving Commission / FTE's	Quarterly Human Resources Update for Board	Human Resources	Maintains proficient employees, reducing inefficiencies	General Public, Charging Parties, Respondents, and Attorneys	0100.000000.000; 9500.050000.000; 9801.030000.000	
4.3.2	Ensure adherence to all Generally Accepted Accounting Principles (GAAP) by successfully completing the State audit with minimal audit exceptions	0	0	Count	Equal to or less than	State Fiscal Year	Count of exceptions	Audit report from the Office of State Auditors	Finance/Administration	Agency proficiency	General Public	0100.000000.000; 9500.050000.000; 9801.030000.000	
4.3.3	Ensure adherence with Department of Administration guidelines	100%	100%	Percent	Equal to or greater than	State Fiscal Year	square footage per staff allocation	Admin Services - Office of Facility Management	Admin Services - Office of Facility Management	Agency proficiency	General Public, Staff and Board	0100.000000.000; 9500.050000.000; 9801.030000.000	

2026 Budget Data

as submitted for the Accountability Report by:

L360 - HUMAN AFFAIRS COMMISSION

State Funded Program No.	State Funded Program Title	Description of State Funded Program	(Actual) General	(Actual) Other	(Actual) Federal	(Actual) Total	(Projected) General	(Projected) Other	(Projected) Federal	(Projected) Total
0100.000000.000	Administration	CAO; Legal; Administrative Manager (HR and Procurement);	$ 604,271.29	$ -	$ -	$ 544,271.29	$ 558,006.00	$ -	$ -	$ 558,006.00
0502.000000.000	Consultative Services	Technical Services and Training; Community Relations	$ 771,621.39	$ 15,187.97	$ -	$ 888,809.36	$ 765,225.00	$ 15,053.00	$ -	$ 980,278.00
1000.000000.000	Compliance Programs	Fair Housing Enforcement; EEO Enforcement	$ 1,896,152.65	$ 778.90	$ 272,224.46	$ 1,842,726.01	$ 1,716,601.00	$ 356,536.00	$ 271,918.00	$ 2,345,055.00
9500.050000.000	State Employer Contributions	Employee Benefits (Retirement, Workers Comp, Unemployment Insurance taxes, etc.)	$ 1,006,562.71	$ -	$ 98,316.68	$ 1,094,879.39	$ 1,141,094.00	$ 158,818.00	$ 116,092.00	$ 1,416,004.00
9801.030000.000	Information Technology Upgrades	IT Upgrades	64,445,84	$ -	$ -	$ -	$ 63,554.00	$ -	$ -	$ 72,774.00
9818.070000X000	SC Pregnancy Accommodations Act Training - Act 244	Provide training to businesses to inform them of their legal obligations under SCPAA.	$ -	$ -	$ -	$ -	$ 5.00	$ -	$ -	$ -
9826.100000X000	Cisco Switches Replacement	Network switches required replacement due to age	$ 5,000.00	$ -	$ -	$ 5,000.00	$ -	$ -	$ -	$ -
9827.090000X000	Public Information IT	Creation of case status tracking application	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
9829.080000X000	Security Cameras	Additional security for personnel entering and exiting the building	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -

2026

Legal Data

as submitted for the Accountability Report by:

L360 - HUMAN AFFAIRS COMMISSION

Law number	Jurisdiction	Type	Description	Purpose the law serves:	Notes:	Changes made during FY2026
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 Agency enforcement of a subpoena. Provides 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 to the investigation or others.	Requires a service	Adjudication of discrimination investigations	No Change
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 any complaint filed against a State agency or any other jurisdictional employer, labor organization, or employment agency. Empowers the Agency to conciliate a charge of discrimination. Provides processes and timelines for when parties shall respond to requests for information from the Agency. Establishes the procedures for holding hearings following the investigation process in employment matters filed against a State agency when a reasonable cause determination is issued. Requires that the Chairman designate a panel to hear the matter pursuant to the unlawful practices in Section 1-13-80 or 1-13-85, and based on the practices found in the Administrative Procedures Act of South Carolina. An Order must be issued from the Panel following the conclusion of the hearing, either finding in favor of the complaining party and awarding damages or injunctive relief, or dismissing the matter pending against the respondent state agency. This section further establishes the Commission's right to bring an action in circuit court for discriminatory employment practices. The law also provides recourse for a complainant who is issued a notice of right to sue following the dismissal of a charge.	Requires a service	Adjudication of discrimination investigations	No Change
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. Explains that a complainant does not need to exhaust an administrative remedy through the Human Affairs Commission prior to filing a lawsuit in civil court. States that relief in a matter brought under the Fair Housing Law may include any permanent or temporary injunction, temporary restraining order, or other order, and may award the plaintiff actual damages, and punitive damages, together with court costs and reasonable attorney's fees in the case of a prevailing party.	Requires a service	Adjudication of discrimination investigations	No Change

Law number	Jurisdiction	Type	Description	Purpose the law serves:	Notes:	Changes made during FY2026
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.	Requires a manner of delivery		No Change
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.	Board, commission, or committee on which someone from our agency must/may serve		No Change
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 Discrimination in Employment Act of 1967, as amended, 29 U. S. C. Section 621 et seq.; or that violate the Americans with Disabilities Act of 1990, as amended, Public Law 101-336.	Requires a manner of delivery		No Change
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 State agency has not satisfactorily complied with meeting its Affirmative Action goals.	Report our agency must/may provide		No Change
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.	Requires a manner of delivery		No Change
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.	Requires a manner of delivery		No Change

Law number	Jurisdiction	Type	Description	Purpose the law serves:	Notes:	Changes made during FY2026
1-13-50. Commissioner and personnel.	State	Statute	Guides the Commission Board on selection of an Agency Head and additional staff.	Requires a manner of delivery		No Change
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.	Requires a manner of delivery		No Change
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 chapter; (4) the authority to formulate policies to effectuate the purposes of this chapter and to make recommendations to appropriate parties in furtherance of such policies; (5) the ability to obtain and utilize upon request the services of all governmental departments and agencies; (6) the ability to create or recognize community councils to promote the Agency's mission; (7) the ability to work with the EEOC and accept reimbursement from it; (8) the ability to investigate charges of discrimination; (9) the ability to hold hearings following an investigation; and (10) the ability to petition for an order of a court of competent jurisdiction requiring compliance with an order issued by the Commission pursuant to the procedure set forth in item (16) of subsection (c) of Section 1-13-90; (11) the ability to accept grants, bequests, or donations; (12) and the ability to institute proceedings in a court of competent jurisdiction, for cause shown, to prevent or restrain any person from violating any provision of the chapter.	Requires a service	Adjudication of discrimination investigations	No Change
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. Commands the Commission to develop courses of instruction and conduct ongoing public education efforts as necessary to inform employers, employees, employment agencies, and applicants for employment about their rights and responsibilities.	Requires a service	Adjudication of discrimination investigations	No Change
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.	Requires a manner of delivery		No Change

Law number	Jurisdiction	Type	Description	Purpose the law serves:	Notes:	Changes made during FY2026
117.13(GP: Discrimination Policy)	State	Proviso	Reaffirms the State's discrimination policy and describes the details required to be included in the Commission's report on State Agency Affirmative Action Plans and Programs.	Report our agency must/may provide		No Change
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 studies with respect to the nature and extent discriminatory fair housing practices; (3) the ability to work with the U.S. Department of Housing and Urban Development or another organizations and accept reimbursement from it; (4) the ability to accept gifts or bequests; and (5) the ability to institute proceedings in a court of competent jurisdiction, for cause shown, to seek appropriate temporary or preliminary injunctive relief pending final administrative disposition of a complaint.	Requires a service	Adjudication of discrimination investigations	No Change
31-21-110. Investigations by commission; subpoenas.	State	Statute	Establishes the Commission's investigatory power and the power to issue subpoenas.	Requires a service	Adjudication of discrimination investigations	No Change
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 an extension or delay. States that an investigation will end if a court action is filed regarding the matter.	Requires a service	Adjudication of discrimination investigations	No Change
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.	Requires a service	Adjudication of discrimination investigations	No Change

Law number	Jurisdiction	Type	Description	Purpose the law serves:	Notes:	Changes made during FY2026
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 Insurance Corporation of the Federal Reserve System, the United States Department of Housing and Urban Development, or any other agency with authority to investigate and resolve complaints alleging a violation of this chapter in order to prevent duplicate complaints.	Requires a service	Adjudication of discrimination investigations	No Change
31-21-20. State policy.	State	Statute	Establishes the State policy to provide fair housing throughout the State.	Requires a manner of delivery		No Change
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.	Requires a manner of delivery		No Change
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.	Requires a manner of delivery		No Change
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, national origin, religion, gender, disability, or familial status).	Requires a manner of delivery		No Change
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 transaction, or in the terms or conditions of the transaction, because of race, color, religion, sex, handicap, familial status, or national origin.	Requires a manner of delivery		No Change

Law number	Jurisdiction	Type	Description	Purpose the law serves:	Notes:	Changes made during FY2026
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, a failure to permit a modification, or non-compliance with ANSI requirements for accessible design.	Requires a manner of delivery		No Change
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, determining, ordering, certifying, reporting.	Requires a service	Adjudication of discrimination investigations	No Change
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.	Requires a service	Adjudication of discrimination investigations	No Change
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.	Requires a manner of delivery		No Change
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."	Requires a manner of delivery		No Change
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.	Not related to agency deliverable		No Change
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.	Requires a service		No Change

Law number	Jurisdiction	Type	Description	Purpose the law serves:	Notes:	Changes made during FY2026
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.	Requires a manner of delivery		No Change
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.	Requires a manner of delivery		No Change
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.	Requires a manner of delivery		No Change
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, Agency Chairman informs AG. After the AG brings an action, Agency panel will conduct a hearing on the matter on the allegations presented. If a license revocation proceeding is initiated, a separate Commission panel will conduct the hearing.	Requires a service	Adjudication of discrimination investigations	No Change
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.	Requires a service	Adjudication of discrimination investigations	No Change

Law number	Jurisdiction	Type	Description	Purpose the law serves:	Notes:	Changes made during FY2026
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.	Requires a service	Adjudication of discrimination investigations	No Change
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, permitee, or managing agent.	Requires a manner of delivery		No Change
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.	Requires a manner of delivery		No Change
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.	Requires a service	Adjudication of discrimination investigations	No Change
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.	Requires a manner of delivery		No Change

Law number	Jurisdiction	Type	Description	Purpose the law serves:	Notes:	Changes made during FY2026
45-9-85. Penalty for violating confidentiality provisions.	State	Statute	Violators of confidentiality provisions in 42-9-60 subject to fine or imprisonment.	Requires a manner of delivery		No Change
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.	Requires a manner of delivery		No Change
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.	Requires a manner of delivery		No Change
65-10 Certification.	State	Regulation	Authorizes and empowers the Chairman or Agency Head to certify documents or records of the Commission.	Requires a manner of delivery		No Change
65-11 Availability of Rules.	State	Regulation	Establishes that the Agency should have the rules and regulations available to the public at its office.	Report our agency must/may provide		No Change
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.	Requires a manner of delivery		No Change
65-13 General Investigations.	State	Regulation	Establishes that the Agency may, in its discretion, conduct general investigations of discrimination.	Requires a manner of delivery		No Change
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 may be amended and further guides the Agency on when a complaint should be dismissed.	Requires a service	Adjudication of discrimination investigations	No Change

Law number	Jurisdiction	Type	Description	Purpose the law serves:	Notes:	Changes made during FY2026
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.	Requires a manner of delivery		No Change
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.	Requires a manner of delivery		No Change
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.	Requires a manner of delivery		No Change
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.	Requires a manner of delivery		No Change
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 financial assistance; and in the selling, brokering, or appraising of residential real property.	Requires a manner of delivery		No Change
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.	Requires a manner of delivery		No Change
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.	Requires a manner of delivery		No Change

Law number	Jurisdiction	Type	Description	Purpose the law serves:	Notes:	Changes made during FY2026
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 that person having aided or encouraged enjoyment of, any right granted or protected by this section.	Requires a manner of delivery		No Change
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 served by the Agency. Allows a respondent to answer the complaint.	Requires a service	Adjudication of discrimination investigations	No Change
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.	Requires a service	Adjudication of discrimination investigations	No Change
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 investigator to disclose final conclusions in a report to be made available to the parties.	Requires a service	Adjudication of discrimination investigations	No Change
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 specific times when conciliation efforts may be terminated. Makes conciliation efforts confidential, but provides that an agreement reached is public.	Requires a service	Adjudication of discrimination investigations	No Change
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 determination. Allows a party to elect to have the matter heard in a civil action in Common Pleas rather than through the administrative hearing before a panel of the Board of Commissioners.	Requires a service	Adjudication of discrimination investigations	No Change
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 Commissioner in furthering the purposes of Fair Housing.	Requires a service	Adjudication of discrimination investigations	No Change

Law number	Jurisdiction	Type	Description	Purpose the law serves:	Notes:	Changes made during FY2026
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.	Not related to agency deliverable		No Change
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 maintaining filed documents.	Requires a service	Adjudication of discrimination investigations	No Change
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. Provides that a Commissioner may be disqualified and, may either withdraw himself, or may be withdrawn upon motion of party. Forbids ex parte communications.	Requires a service	Adjudication of discrimination investigations	No Change
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, and the Commission. Requires that parties and others at the proceedings act with integrity and in an ethical manner.	Requires a service	Adjudication of discrimination investigations	No Change
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 the Chief Hearing Officer to permit supplemental pleadings or amendments to pleadings, and gives him the right to require oral arguments on motions, and to issue subpoenas among other powers.	Requires a service	Adjudication of discrimination investigations	No Change
65-234 Dismissal and Decisions.	State	Regulation	Requires that an administrative proceeding be dismissed if a separate suit is filed as a civil action.	Requires a service	Adjudication of discrimination investigations	No Change

Law number	Jurisdiction	Type	Description	Purpose the law serves:	Notes:	Changes made during FY2026
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 the exclusion of certain evidence. States that the hearing shall be recorded and requires that an Order be issued and filed following the hearing's conclusion. Allows parties to request a reconsideration of an Order, and states that the hearing transcript will be made available after the hearing's conclusion. Explains the process by which a party may appeal the Order and states the way the Commission can seek enforcement of its Order.	Requires a service	Adjudication of discrimination investigations	No Change
65-236 Certification.	State	Regulation	Authorizes and empowers the Chairman or Agency Head to certify documents or records of the Commission.	Requires a manner of delivery		No Change
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.	Requires a service	Adjudication of discrimination investigations	No Change
65-24 Notices to be Posted.	State	Regulation	Requires that employers shall post, keep posted, and maintained in conspicuous places upon their premises where notices to employees and applicants for employment are customarily posted a notice to be prepared and distributed by the Commission of the Human Affairs Law, and information pertinent to the filing of a complaint.	Report our agency must/may provide		No Change
65-240 Purpose.	State	Regulation	States that the purpose of the regulation is to assist advertising media and agencies.	Not related to agency deliverable		No Change
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.	Requires a manner of delivery		No Change
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.	Requires a manner of delivery		No Change

Law number	Jurisdiction	Type	Description	Purpose the law serves:	Notes:	Changes made during FY2026
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.	Requires a manner of delivery		No Change
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(l), pregnancy, childbirth, or related medical conditions, including, but not limited to, lactation, and women affected by pregnancy, childbirth, or related medical conditions	Requires a manner of delivery		No Change
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).	Requires a service	Adjudication of discrimination investigations	No Change
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.	Requires a manner of delivery		No Change
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.	Requires a service	Conciliation of discrimination investigations	No Change
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 unlawful employment practice has occurred or is occurring, and provided conciliation efforts have failed.	Requires a service	Adjudication of discrimination investigations	No Change
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.	Requires a service	Adjudication of discrimination investigations	No Change

Law number	Jurisdiction	Type	Description	Purpose the law serves:	Notes:	Changes made during FY2026
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 violation of the Human Affairs Law.	Requires a service	Adjudication of discrimination investigations	No Change
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 to file civil action following the Agency's issuance of a notice of right to sue.	Requires a service	Adjudication of discrimination investigations	No Change
70.1 (HAC: Human Affairs Forum Carry Forward)	State	FY22-23 Proviso	States that revenue from donations and registration fees from Forums shall be retained and carried forward for general operations.	Funding agency deliverable(s)	70.1	No Change
70.2 (HAC: Training Revenue)	State	FY22-23 Proviso	States that revenue from fees from training and technical assistance shall be retained and carried forward for general operations.	Funding agency deliverable(s)	70.2	No Change
70.3 (HAC: Revenue from Copying Fees)	State	FY22-23 Proviso	States that revenue derived from copies of Commission files, opinions, and Orders shall be retained and carried forward for general operations.	Funding agency deliverable(s)	70.3	No Change
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 compliance with Fair Housing Law requirements.	Requires a manner of delivery		No Change

Law number	Jurisdiction	Type	Description	Purpose the law serves:	Notes:	Changes made during FY2026
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 hearing against an employer in regard to an unlawful employment practice.	Requires a manner of delivery		No Change
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 conditions.	Requires a manner of delivery		No Change
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).	Not related to agency deliverable		No Change
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.	Requires a manner of delivery		No Change
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 discrimination, or participated in an employment discrimination investigation or lawsuit.	Requires a manner of delivery		No Change
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.	Requires a manner of delivery		No Change

Law number	Jurisdiction	Type	Description	Purpose the law serves:	Notes:	Changes made during FY2026
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, advancement, compensation, job training, and other terms, conditions, and privileges of employment. Title II requires that state and local governments give people with disabilities an equal opportunity to benefit from all of their programs, services, and activities, including employment. The Human Affairs Law is substantially equivalent to Title I.	Requires a manner of delivery		No Change
44-139-50 Medical Ethics and Diversity Act	State	Statute	Requires the Human Affairs Commission to investigate alleged violations of this chapter filed with the Commission by a medical practitioner or health care institution, and to assist with appropriate corrective action if the investigation results in a finding that a respondent has engaged in an unlawful discriminatory practice. Requires the Commission to provide a copy of its report to the Directors of DHEC or LLR, and provides the complaining party a private right of action if the Commission fails to remedy the complaint.	Requires a service	Act No. 235, Eff. 6/17/2022	No Change
Pregnant Workers Fairness Act [42 U.S.C. § 2000gg, et seq.]	Federal	Statute	Requires employers to provide reasonable accommodations to a worker's known limitations related to pregnancy, childbirth, or related medical conditions, unless the accommodation will cause the employer an undue hardship.	Requires a manner of delivery		No Change

2026

Services Data

as submitted for the Accountability Report by:

L360 - HUMAN AFFAIRS COMMISSION

Description of Service	Description of Direct Customer	Customer Name	Others Impacted by Service	Division or major organizational unit providing the service.	Description of division or major organizational unit providing the service.	Primary negative impact if service not provided.	Changes made to services during FY2026	Summary of changes to services
Provides timely and professional assistance and processes the charge of discrimination to a successful resolution.	Individuals who allege discrimination and their legal representatives; Industry	General Public	Industry	Consultative Services, Compliance and Legal	Intake, EEO Enforcement, Fair Housing Enforcement, and Legal	Increased opportunities for discrimination to occur, which could lead to social unrest.	No Change	
Provides knowledge and assistance to contribute to the prevention and elimination of unlawful discrimination.	All citizens employed by state government; Industry	General Public	Industry	Consultative Services, Compliance, and Administration	Technical Services and Training, EEO Enforcement; Fair Housing Enforcement; Community Relations; Legal	Increased opportunities for discrimination to occur, which could lead to social unrest and lawsuits, including state government settlements.	No Change	
Assist communities with local issues related to diversity, promote harmony, and improve citizens' quality of life.	General Public	Community Relations Councils	General Public	Consultative Services - Community Relations	Community Relations	Increased opportunities for discrimination to occur, which could lead to social unrest.	No Change	
Processes complaints to successfully fulfill contractual obligations and responsibilities.	Federal Government	EEOC and HUD	General Public	Compliance	EEO Enforcement and Fair Housing Enforcement	Loss of federal funding to investigate complaints, resulting in additional burden to state budget to investigate complaints.	No Change	

2026

Partnerships Data

as submitted for the Accountability Report by:

L360 - HUMAN AFFAIRS COMMISSION

Type of Partner Entity	Name of Partner Entity	Description of Partnership	Change to the partnership during the past fiscal year
Private Business Organization	Business/Companies	Enforce the laws in an impartial and timely manner, and to help prevent discrimination through promoting harmony among a diverse group of people.	No Change
Individual	People of SC	Enforce the laws in an impartial and timely manner, and to help prevent discrimination through promoting harmony among a diverse group of people.	No Change
Local Government	Community Relations Councils - Local Government - Counties/Municipalities	To help prevent discrimination through constructive dialogue thereby promoting harmony among a diverse group of people.	No Change
State Government	Governor	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.	No Change
State Government	State Agencies	Monitor State Agency Affirmative Action Plans including hiring and promotion practices and train managers on methods to prevent and eliminate discrimination.	No Change

Type of Partner Entity	Name of Partner Entity	Description of Partnership	Change to the partnership during the past fiscal year
State Government	State Legislature	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.	No Change
Federal Government	US Department of Housing and Urban Development (HUD)	Enforce Housing laws in an impartial and timely manner, and to help prevent discrimination through promoting harmony among a diverse group of people.	No Change
Federal Government	US Department of Justice	Share information and coordinate activities related to preventing discrimination in local communities and within the entire State.	No Change
Federal Government	US Equal Employment Opportunity Commission (EEOC)	Enforce Employment laws in an impartial and timely manner, and to help prevent discrimination through promoting harmony among a diverse group of people.	No Change

2026

Reports Data

as submitted for the Accountability Report by:

L360 - HUMAN AFFAIRS COMMISSION

Report Name	Law Number (if applicable)	Summary of information requested in the report	Date of most recent submission DURING the past fiscal year	Reporting Frequency	Type of entity/entities	Method to access the report	Direct access hyperlink or agency contact (if not provided to LSA for posting online)	Changes to this report during the past fiscal year	Explanation why a report wasn't submitted
Agreed-Upon Procedures Audit	SECTION 11-7-20. Annual audits of state agencies.	Agreed upon procedures, findings, and exceptions found based on the Agreed-Upon Procedures for financial transactions	July 2025	Annually	South Carolina state agency or agencies	Available on another website	https://osa.sc.gov/reports/	No Change	
HUD External Audit		HUD case reviews and financial activity associated with the HUD Grants.	May 2024	Annually	Entity within federal government	Available on another website	https://www.hud.gov/program_offices/fair_housing_equal_opp/system/hems	No Change	
Solid Waste and Recycling Report	SECTION 44-96-10	Annual Recycling Report to DHEC	August 2025	Annually	South Carolina state agency or agencies	Available on another website	https://des.sc.gov	No Change	
State Agency Accountability Report	Section 1-1-820	The annual accountability report contains the agency's mission, objectives to accomplish the mission, and performance measures that show the degree to which objectives are being met.	September 2025	Annually	Governor or Lt. Governor AND Legislative entity or entities	Provided to LSA for posting online	https://www.scstatehouse.gov/reports/reports.php	No Change	
The Status of Equal Employment Opportunity in South Carolina State Government Annual Report to the General Assembly	Section 1-13-110 of the South Carolina Code of Laws of 1976	Status of State Agencies' Affirmative Action Plans	February 2026	Annually	Governor or Lt. Governor AND Legislative entity or entities	Provided to LSA for posting online	https://www.scstatehouse.gov/reports/HumanAffairsComm/Final%202026%20Draft.pdf	No Change	

AGENCY NAME:	Human Affairs Commission		
AGENCY CODE:	L360	SECTION:	070

2026
Accountability Report

SUBMISSION FORM

I have reviewed and approved the data submitted by the agency in the following templates:

- Data Template
  - Reorganization and Compliance
  - FY2026 Strategic Plan Results
  - FY2027 Strategic Plan Development
  - Legal
  - Services
  - Partnerships
  - Report or Review
  - Budget
- Discussion Template
- Organizational Template

I have reviewed and approved the financial report summarizing the agency's budget and actual expenditures, as entered by the agency into the South Carolina Enterprise Information System.

The information submitted is complete and accurate to the extent of my knowledge.

AGENCY DIRECTOR *(SIGN AND DATE)*:	**SIGNATURE ON FILE**	**Signature Received:** 09/14/2026
(TYPE/PRINT NAME):	Alisa Warren, Ph.D.	

BOARD/CMSN CHAIR *(SIGN AND DATE)*:	**SIGNATURE ON FILE**	**Signature Received:** 09/14/2026
(TYPE/PRINT NAME):	Steve E. Hall	