Employment Discrimination

South Carolina and federal laws prohibit discrimination on the basis of race, sex, age, religion, color, national origin and disability.

If you feel that you have been discriminated against because of these, contact the:

South Carolina Human Affairs Commission
1052 Sunmer Street, Suite 101, Columbia, SC 29201 / PO Box 4490, Columbia, SC 29240-4490
Phone: 803-737-7800 or 1-800-521-0725
www.schar.sc.gov

EMPLOYER: Each employer shall furnish to employees employment and a place of employment which are free from recognized hazards that are causing, or likely to cause, death or physical harm. The employer shall comply with occupational safety and health standards promulgated by the Director.

EMPLOYEES: Each employee shall comply with occupational safety and health standards and all rules, regulations and orders issued by the Department of Labor, Licensing and Regulation which are applicable to his own actions and conduct.

Any employee or representative may request an inspection of place or site of employment. Any employee may file a complaint, either verbally or in writing. Complaint forms and, upon notification, shall be provided, upon request, by the South Carolina Department of Labor, Licensing and Regulation.

Employers and employees have the right to participate in inspections by means of the opportunity to inspect the employer's records and the employer's opportunity to observe the inspection, including company records and activities.

Employers must also give employees an itemized statement of wages paid for each pay period showing gross pay and all deductions made each pay period.

Workers’ Compensation

If you are injured on the job, you should:
1. Notify your employer at once. You can’t receive benefits unless your employer knows you’re injured.
2. Tell the doctor your employer sends you to that you’re covered by Workers’ Comp.
3. Notify the Workers’ Comp. provider in the box below or the Worker’s Comp. at 803-737-5700 if you experience undue delays or problems with your claim.

Workers’ Compensation:
1. Pays 100% of your medical bills and some other expenses.
2. Compensates you for 66 2/3% of your salary, limited to the maximum wage set by law, if you are unable to work for more than seven calendar days.

We are operating under and subject to the SC Workers’ Compensation Act. In case of accidental injury or death to an employee, the injured employee, or someone acting in his or her behalf, must give immediate notice to the employer or his authorized agent. Failure to give such immediate notice may be the cause of serious delay in the payment of compensation to the injured employee or his or her dependents and may result in failure to receive any compensation benefits under the law.

SC Workers’ Compensation Commission
PO Box 3711, Columbia, SC 29202-1715
803-737-5700, www.wcc.state.sc.us

For more information, contact:
South Carolina Department of Labor, Licensing and Regulation
Office of OSHA Compliance
PO Box 11329, Columbia, SC 29211
803-896-7660, www零售商.com

Under a plan approved November 30, 1972 by the U.S. Department of Labor, Occupational Safety and Health Administration (OSHA) of South Carolina, employers are required to provide safety and health protection for workers throughout the State. Federal OSHA will monitor the operation of this plan to assure that continued approval is merited. Any person may make a complaint regarding the State administration of this plan by contacting the Regional Office of OSHA, U.S. Department of Labor, 61 Forsyth Street SW, Room 6T10, Atlanta, Georgia 30303.

Unemployment Insurance

This establishment may be covered by the S.C. Unemployment Compensation Law.

If you become unemployed, contact your local SC Works center for assistance with unemployment opportunities. To find a listing of our SC Works centers, visit: https://dew.sc.gov/about-scoworks; if no job is immediately available you may be eligible for unemployment insurance. If temporary work time is available, you may be eligible for partial benefits. Apply online anytime, anywhere at mybenefits.dew.sc.gov

Workers Pay No Part of the Cost for Unemployment Insurance

Unemployment Insurance Tax:

Often unemployed workers tell us that unemployment insurance is due them “because they have paid for it.” In South Carolina, employees do not fund unemployment insurance through deductions from pay. Employers fund unemployment insurance through tax contributions.

Social Security Tax

Do not confuse unemployment insurance with Social Security. The amount deducted from your wages as Social Security is your contribution to old-age, survivors and disability insurance. The employer contributes an equal amount, in addition to his payment of the full unemployment insurance tax.

If you have lost your job due to domestic violence, there is a possibility you may be eligible for unemployment insurance benefits.