Our commitment to equal opportunity for all persons at the University of South Carolina has no limits.

The Office of Equal Opportunity Programs

University of South Carolina
1600 Hampton Street, Suite 805
Columbia, SC 29208
Phone: (803) 777-3854
Fax: (803) 777-2296
Website: www.sc.edu/eop

Clifford Scott
Director
Title IX Coordinator
ADA Coordinator

Carl R. Wells, Ph.D.
Assistant Director
Director of Training

Rhonda Y. Edwards
Senior Investigator

Kevin Sheppard
Investigator

Jacob O’Meritt
Investigator

Melanie Goff-Utsey
Investigator

Nakayla S. Brown
Research and Planning Administrator

Tamarah H. Westbury
Administrative Coordinator

Pamela Lawson
Research Analyst

The Office of Equal Opportunity Programs is charged with ensuring the University of South Carolina complies with state and federal anti-discrimination and harassment laws and regulations, with the goal of ensuring persons protected by such laws and regulations, including applicants for employment, employees, and prospective and enrolled students, are protected against unlawful discrimination and harassment.

The University of South Carolina does not discriminate in educational or employment opportunities on the basis of race, color, religion, national origin, sex, sexual orientation, gender, age, disability, veteran status or genetics.

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What is the role of the Office of Equal Opportunity Programs?

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What role does the Office of Equal Opportunity Programs Play in Affirmative Action?

The affirmative action program at USC is administered by the Office of Equal Opportunity Programs. Affirmative action consists of efforts to identify and eliminate barriers at USC to equal employment opportunity. The University of South Carolina takes positive steps to ensure that its policies and procedures provide employment opportunities for all qualified persons, including minorities, women, persons with disabilities to assist them in attaining their academic objectives.

What measures ensure equal employment opportunity at USC?

• The general public can obtain information about current vacancies for non-academic positions online at https://uscjobs.sc.edu. Job openings are also posted on campus in the Employment Office of the Human Resources Division and may also be advertised in the local print and electronic media.
• Faculty and administrative academic openings are advertised in print and electronic professional journals and in national publications.
• Every effort is made to acquire diverse representative applicant pools before searches for candidates are concluded.
• Employment decisions, including hiring, promotions, and transfers are based on qualifications and merit, without regard to race, color, sex, age, genetics, religion, national origin, disability, sexual orientation or veteran status.

Is there equal opportunity for students at USC?

USC does not engage in unlawful discrimination in the administration of its admissions, financial aid and educational programs and other student-related activities. Reasonable accommodation is made for students with disabilities to assist them in attaining their academic objectives.

How are employee complaints of unlawful discrimination and/or harassment handled within USC?

University employees who believe they have been discriminated against because of race, color, sex, age, genetics, religion, national origin, disability, sexual orientation, gender or veteran status may voice their complaint to their immediate supervisor or department head. Complaints which cannot be resolved satisfactorily within the department should be reported promptly to the Office of Equal Opportunity Programs. The EOP complaint procedure is described in Equal Opportunity Policy 1.01, USC Policies and Procedures Manual. EOP Policies are also available at www.sc.edu/policies.

To whom do students go with complaints?

The Office of Equal Opportunity Programs (EOP) serves as the lead office for the receipt and investigation of all complaints of discrimination and harassment involving members of the University community, including complaints involving students and student organizations. Any student who believes he or she has been subjected to unlawful discrimination or harassment, or who has knowledge of or has witnessed discriminatory or harassing actions, should contact the EOP Office. The EOP office can be contacted in person at 1600 Hampton Street (Suite 805), by telephone at (803) 777-3854. In the alternative, a student may complete the on-line complaint form found at http://www.sc.edu/eop/students.shtml. Any students who believes his or her safety is threatened should immediately contact the University of South Carolina Police Department at (803)777-4215, or should dial 911.

The Office of Disability Services, in the Division of Student Development, coordinates services to students with disabilities and addresses student complaints of discrimination on the basis of disability, in consultation with the Office of Equal Opportunity Programs.

Could I be penalized for filing a complaint?

No student, employee, or applicant may be subjected to any restraint, interference, coercion, or reprisal for filing a complaint, serving as a witness, or seeking information regarding unlawful discrimination or harassment at the University of South Carolina.