



Unlawful discrimination and harassment are toxins which infect the societal body. Prevention is the most effective treatment. If preventative measures prove unsuccessful, when unlawful discrimination or harassment is diagnosed, it should be treated as soon as possible by appropriate lawful action to remove it from the societal body. Once the toxin is removed, the health of the body is restored, enabling the body to realize its full potential.

~Anonymous

The University of South Carolina does not discriminate in educational or employment opportunities based on race, color, religion, national origin, sex, sexual orientation, gender, age, disability, veteran status, genetics pregnancy, childbirth or related medical conditions.

Equal Opportunity Programs is located at:
1600 Hampton Street, Suite 805
Columbia, SC 29208

Telephone: (803) 777-3854

Fax: (803) 777-2296

Website: www.sc.edu/EOP

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

The Office of Equal Opportunity Programs

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UNIVERSITY OF
SOUTH CAROLINA

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

The Office of Equal Opportunity Programs (EOP) 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.

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

The affirmative action program at UofSC is administered by the Office of Equal Opportunity Programs in coordination with other University officials, as appropriate. Affirmative action consists of efforts to identify and eliminate barriers at UofSC 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 and protected veterans.

The UofSC Equal Opportunity and Affirmative Action Policy is set forth in the UofSC Policies and Procedures Manual. This manual is available online at www.sc.edu/policies. Steps for the implementation of the affirmative action policy are described in the institution's Affirmative Action Plans which are available for review in the Office of Equal Opportunity Programs.

What measures ensure equal employment opportunity at UofSC?

- Information about current vacancies is available online at <https://uscjobs.sc.edu>. Job openings are also posted on campus in the Talent Acquisition Office of the Human Resources Division and may also be advertised in local and national print and electronic media.
- Effort is made to acquire diverse representative applicant pools for vacant positions.
- Employment decisions, including hiring, promotions, and transfers, are based on qualifications and merit, without regard to race, color, religion, national origin, sex, sexual orientation, gender, age, disability, veteran status, genetics pregnancy, childbirth or related medical conditions.

Is there equal opportunity for students at UofSC?

UofSC does not engage in unlawful discrimination in the administration of its admissions, financial aid and educational programs and other student-related activities. Students with disabilities should request reasonable accommodations to assist them in attaining their academic objectives.

How are employee complaints of unlawful discrimination and/or harassment handled at UofSC?

University employees who believe they have been discriminated against because of race, color, religion, national origin, sex, sexual orientation, gender, age, disability, veteran status, genetics pregnancy, childbirth or related medical conditions may file reports with the Office of Equal Opportunity Programs. The EOP complaint procedure is described in Equal Opportunity Policy 1.01, UofSC Policies and Procedures Manual which is 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 unlawful discrimination and harassment involving members of the University community, **including complaints involving students and student organizations. Student who believe they have been subjected to unlawful discrimination or harassment, or who have knowledge of or witnessed unlawful discriminatory or harassing actions, should contact the EOP Office.** The EOP office may 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: https://cm.maxient.com/reportingform.php?UnivofSouthCarolinaEOP&layout_id=40. Students who believes their safety is threatened should immediately contact the University of South Carolina Police Department at (803)777-4215, or dial 911.

The Student Disability Resource Center coordinates services to students with disabilities and addresses student complaints of discrimination based on 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.

This publication is intended to provide general information. If more information is desired, contact the University of South Carolina's Office of Equal Opportunity Programs.