



South Carolina Pay Equity

Statute

- [Unlawful Employment Practices, S.C. Code 1976 § 1-13-80](#)

Classes protected

- Sex, race, religion, color, age, national origin, disability

Key language on pay discrimination

- Unlawful employment practice to "discriminate against an individual with respect to the individual's compensation or terms, conditions, or privileges of employment because of the individual's race, religion, color, sex, age, national origin, or disability."

Exceptions for pay disparities (including affirmative defenses)

- A bona fide seniority or merit system
- A system that measures earnings by quantity or quality of production
- Different work locations

Prohibition on salary history inquiry

- City of Columbia, South Carolina will not seek or rely upon pay history in determining wages unless an applicant knowingly and willingly discloses pay history
- Richland County, South Carolina will not make salary history inquiries

Key Contacts

- [Cheryl L. Behymer](#)

Pay Equity Team

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