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### Who We Are...

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 citizens.

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# FIRST FRIDAY FACTS

## SC Lactation Support Act

### What does South Carolina's *new* Lactation Support Act mean for employers?

South Carolina Governor Henry McMaster has signed into law the South Carolina Lactation Support Act (SC Lactation Act). The Act went into effect on June 25, 2020, and by July 25, 2020, the SC Human Affairs Commission will post on its website compliance information related to the Act.

Employers must comply with the Act within 30 days of SCHAC posting this information.

#### ***Under the SC Lactation Act:***

- Employers are required to provide a reasonable amount of unpaid break time to employees wishing to express breast milk at work.
- An employer shall provide an employee with reasonable unpaid break time or shall permit an employee to use paid break time or meal time each day to express milk. The break time must, if possible, run concurrently with any break time already provided to the employee. Any employer need not provide break time if doing so would create an undue hardship on the operations of the employer.
- The SC Lactation Act also requires employers to make reasonable efforts to provide a room or other location, other than a toilet stall, in close proximity to the work area, for an employee to express breast milk in privacy.
- The Act does not require an employer to construct permanent, dedicated space for expressing milk.

**First Friday Facts is produced by the SC Human Affairs Commission on the first Friday of each month with information about the SC Pregnancy Accommodations Act.**



First celebrated in 1992, World Breastfeeding Week is now observed in over 120 countries around the world with twin goals of improving the health of babies and promoting, protecting, and supporting the rights of women to breastfeed *anywhere and at any time*. World Breastfeeding Week takes place every year from August 1-August 7.

**WE PREVENT AND ELIMINATE UNLAWFUL DISCRIMINATION.**