FIRST FRIDAY FACTS

SC Pregnancy Accommodations Act

www.schac.sc.gov

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.

For more information contact (803) 673-9284 training@schac.sc.gov

What types of reasonable accommodations should employers consider for women who have recently given birth and nursing mothers?

Some reasonable accommodations that employers should consider for covered individuals who have recently given birth would include, but not be limited to granting time off, adjusting work schedules, providing food and water breaks, providing more frequent and longer bathroom breaks, lifting restrictions, and a private place other than a bathroom stall 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.

Why can't employees pump milk in the bathroom?

- A place other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, should be provided to the employee to express milk.

- Bathrooms are not a sanitary place to prepare and handle food. Breast milk is food and should be handled in the same way other food is handled.

SC PREGNANCY ACCOMMODATIONS ACT

The South Carolina Pregnancy Accommodations Act was signed into law by Governor Henry McMaster on May 17, 2018. The law requires employers to provide reasonable accommodations to employees and applicants for employment based on medical needs caused by pregnancy, childbirth or related medical conditions.

WE PREVENT AND ELIMINATE UNLAWFUL DISCRIMINATION.