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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.

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

FIRST FRIDAY FACTS

Best Practices to Help Prevent Pregnancy Discrimination in the Workplace

Know the law. The best way to avoid pregnancy discrimination in your company is to understand the applicable federal, state, and local laws, and stay up-to-date on them.

Have an **employee handbook** or written policies in place to address requirements under the Title VII Pregnancy Discrimination Act, the Family and Medical Leave Act, the SC Pregnancy Accommodations Act, and other applicable state and local laws. Review and update these policies regularly and follow them.

Evaluate current policies to ensure they do not adversely impact pregnant workers. Review policies related to reasonable accommodations, benefits, paid or unpaid leave and time off, break times, discrimination, harassment and retaliation. Post the SCHAC notice in conspicuous places where other employee information is made available.

Develop a procedure for **investigating and responding to** pregnancy discrimination complaints.

Discuss requested reasonable accommodations with pregnant employees. The SC Human Affairs Commission will look closely at interactive process documentation; therefore, establishing and documenting that process will help ensure a good-faith effort toward compliance has been made.

Maintain updated **job descriptions** that reflect the duties, essential functions and competencies.

Train managers and employees regularly about their rights and responsibilities.

Educate management on company policies. Don't anticipate what may be in the best interest of the pregnant employee but do focus on what accommodation the employee has requested. Take into consideration how the company treats non-pregnant employees who are similar in their ability or inability to work.

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.

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 and the SC Lactation Support Act. Visit our website at www.schac.sc.gov

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