

South Carolina Human Affairs Commission

Technical Services and Training Division



Prevention Corner



An ounce of Prevention is Worth a Pound of Cure.

~Benjamin Franklin

MARCH 2021

South Carolina
Human Affairs Commission
1026 Sumter St., Suite 101
Columbia, SC 29201

(803) 737-7800

1-800-521-0725

www.schac.sc.gov

The South Carolina Human Affairs Commission strives to alleviate problems of discrimination through the enforcement of the SC Human Affairs Law (including the SC Pregnancy Accommodations Act), the SC Fair Housing Law, the SC Equal Enjoyment and Privileges to Public Accommodations Law and the SC Lactation Support Act.

PREVENTION CORNER

What are the protected classes?

Race

Color

National Origin

Religion

Disability

Sex

(including pregnancy,
childbirth, or related
medical condition)

Age

(40 or older)

WHAT IS SEX DISCRIMINATION?

Sex discrimination involves treating someone (an applicant or employee) unfavorably because of that person's sex.

In South Carolina, it is against the law for employers to discriminate based on sex, which includes pregnancy, childbirth, and related medical conditions, such as lactation.

Sex Discrimination & Work Situations

The law forbids discrimination when it comes to any aspect of employment, including hiring, firing, pay, job assignments, promotions, layoff, training, fringe benefits, and any other term or condition of employment.

Ways to Prevent Sex Discrimination in the Workplace

- Employers should routinely update anti-discrimination policies.
- Take all complaints seriously. Employers should act immediately and document all complaints and concerns, no matter how minor.
- Employers should document everything, this includes all complaints of discrimination and their response to each complaint.
- Provide anti-discrimination training to employees.
- Provide separate training for supervisors and managers.

Source: SC Human Affairs Commission; U.S. Equal Employment Opportunity Commission

Applicants, employees, and former employees are protected from retaliation (adverse action) for filing a complaint of discrimination, requesting an accommodation, or participating in an investigation.

**If you are dealing with a discrimination issue, contact us for help.
803-737-7800 or <https://www.schac.sc.gov/>**

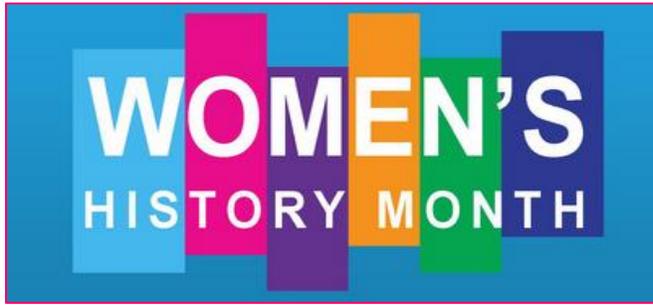
The Technical Services & Training Division's staff at the SC Human Affairs Commission offer training to managers, supervisors, and employees on topics that discourage discrimination.

Practical advice combined with legal theory helps to prevent discrimination through education.

How can I schedule training? Contact us at:

(803) 737-7800 or (800) 521-0725, Relay 711

email: training@schac.sc.gov



Women's History Month

Women's History Month honors and celebrates the struggles and achievements of American women throughout the history of the United States.

As requested by Congress, President Reagan issued [Presidential Proclamation 4903](#) proclaiming the week beginning on March 7, 1982 as the first "Women's History Week" and recognizing the vital role of women in American history:

American women of every race, creed and ethnic background helped found and build our Nation in countless recorded and unrecorded ways ... As leaders in public affairs, American women not only worked to secure their own rights of suffrage and equal opportunity but also were principal advocates in the abolitionist, temperance, mental health reform, industrial labor and social reform movements, as well as the modern civil rights movement.

In 1987 after being petitioned by the [National Women's History Project](#), Congress passed [Pub. L. 100-9](#) which designated the month of March 1987 as "Women's History Month."

Source: The U.S. National Archives and Records Administration

POP QUIZ

Who was the female lawyer who worked for equal rights and suffrage, co-founded the ACLU in 1910, and helped write the Equal Rights Amendment?

Answer: Crystal Eastman

What are the rights of lactating mothers in the workplace?

The SC Lactation Support Act was signed by the Governor Henry McMaster on June 25, 2020.

The SC Lactation Support Act expands upon the SC Pregnancy Accommodations Act by providing nursing employees with **reasonable paid/unpaid break time and private space to express milk in their workplaces**. A key provision of the SC Lactation Support Act is that it would apply to all employers, regardless of the number of employees.

The SC Lactation Support 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.

Trivia Question

What is the labor law signed by President Kennedy, that prohibits sex-based wage discrimination in the United States?

Answer

The Equal Pay Act of 1963