

**JUNE 2020**

**SC HUMAN AFFAIRS COMMISSION**



[www.schac.sc.gov](http://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](mailto:training@schac.sc.gov)

# **FIRST FRIDAY FACTS**

## **SC Pregnancy Accommodations Act**

### **What Employers Must Comply with the SC Pregnancy Accommodations Act?**

The SC Pregnancy Accommodations Act applies to all employers covered under the SC Human Affairs Law.

In other words, the Act applies to any employer (including staffing agencies) that has 15 or more employees for each working day in each of twenty or more calendar weeks in the current or preceding calendar year.

**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.**

### **Who's Covered Under This Act?**

The SC Pregnancy Accommodations Act protects employees and applicants who have medical needs arising from pregnancy, childbirth, or related medical conditions.

### **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.**