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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

Supporting Working Mothers

Working While Pregnant

The SC Pregnancy Accommodations Act was signed by the Governor on May 17, 2018. The intent of the law is to combat pregnancy discrimination. The law requires employers with 15 or more employees to provide reasonable accommodations to employees and applicants for medical needs arising from pregnancy, childbirth, or related medical condition.

Working While Breastfeeding

The SC Lactation Support Act was signed by the Governor on June 25, 2020. The SC Lactation Support Act expands upon the SC Pregnancy Accommodations Act by providing nursing employees with the right to 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.

Federal Law Comparison

SC Lactation Support Act

The federal Patient Protection and Affordable Care Act amended the Fair Labor Standards Act (FLSA) to require employers to provide “reasonable break time for an employee to express breast milk for her nursing child for one year after the child’s birth.” However, the federal law only requires that employers provide breaks to non-exempt employees, as defined by the FLSA, to express milk; exempt employees are not entitled to such breaks. The SC Lactation Support Act fills the gap between exempt and non-exempt employees, providing protection for **all** employees who seek to express breast milk while at work.

SC Pregnancy Accommodations Act

The Pregnancy Discrimination Act (PDA) is an amendment to Title VII of the Civil Rights Act of 1964. Discrimination on the basis of pregnancy, childbirth, or related medical conditions constitutes unlawful sex discrimination under Title VII. Women affected by pregnancy or related conditions must be treated in the same manner as other applicants or employees who are similar in their ability or inability to work. The SC Pregnancy Accommodations Act ensures that pregnant women have the right to reasonable accommodations for medical needs arising from pregnancy, childbirth or related medical conditions, including lactation and the need to express 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 and the SC Lactation Support Act. Visit our website at www.schac.sc.gov

WE PREVENT AND ELIMINATE UNLAWFUL DISCRIMINATION.