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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](mailto:training@schac.sc.gov)

# FIRST FRIDAY FACTS

## Pregnancy Harassment in the Workplace

### What Qualifies as Pregnancy Harassment?

Harassment is unwelcome conduct that is based on race, color, religion, sex (including pregnancy) national origin, age (40 or older), or disability. Harassment is unlawful when it is so frequent or severe that it creates a hostile or offensive work environment or when it results in an adverse employment decision (such as the victim being fired or demoted).

Harassment based on pregnancy, childbirth, or related medical conditions is illegal under the SC Pregnancy Accommodations Act when it rises to the level of a hostile work environment or results in an adverse employment decision.

This law clarifies the language in the Civil Rights Act that prohibits discrimination in compensation, terms, or conditions or privileges of employment based on sex.

#### ELEMENTS OF PREGNANCY HARASSMENT

- The harassment is based on being pregnant.
- The harassment is offensive and unwelcome.
- The harassment was either severe or pervasive.
- You or your work were affected by the harassment.

#### What Are Prohibited Examples of Pregnancy Harassment?

\*Inappropriate comments about weight or physical appearance.

\*Offensive jokes

\*Inappropriate touching

*Employers, supervisors, coworkers and others are prohibited from engaging in pregnancy harassment.*

If you have questions about pregnancy harassment, please contact our office.

803-737-7800 or [www.schac.sc.gov](http://www.schac.sc.gov)

**IMPACT OF HARASSMENT**

- The incident itself hurts
- Embarrassment
- Shame/Guilt
- Disappointment
- Fear

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](http://www.schac.sc.gov)

**WE PREVENT AND ELIMINATE UNLAWFUL DISCRIMINATION.**