

THE CRC NEWSLETTER

COMMUNITY RELATIONS COUNCILS

Promoting harmony & respect among a diverse citizenry of our State

South Carolina Human Affairs Commission

www.schac.sc.gov



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Pregnancy Accommodations Act

The State of South Carolina passed the Pregnancy Accommodations Act in 2018, when Governor Henry McMaster signed the bill. The South Carolina Pregnancy Accommodations Act (HB 3865) will, among other things, require employers to notify employees of their right to be free from discrimination on the basis of pregnancy, childbirth, or related medical conditions.

Intent of Bill:

It is the intent of the General Assembly by this act to combat pregnancy discrimination, promote public health, and ensure full and equal participation for women in the labor force by requiring employers to provide reasonable accommodations to employees for medical needs arising from pregnancy, childbirth, or related medical conditions. Current workplace laws are inadequate to protect pregnant women from being forced out or fired when they need a simple, reasonable accommodation in order to stay on the job. Many pregnant women are single mothers or the primary breadwinners for their families; if they lose their jobs, then the whole family will suffer. This is not an outcome that families can afford in today's difficult economy.

Under the SC Pregnancy Accommodations Act, an employer must engage in the interactive process, similar to the process required by the ADA, when an accommodation is requested due to pregnancy, childbirth, or related medical condition. Employers may request documentation from medical providers during the interactive process, but the documentation must be job-related and consistent with business necessity.

The South Carolina Human Affairs Commission has provided a lactation room (pictured above) that is a private place, shielded from view, and free from intrusion for employees to express milk during the workday. Under the law a bathroom is not acceptable for this purpose.





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Community Relations Councils

1026 Sumter Street, Suite 101
Columbia, SC 29201
T: (803)737-7800
W: www.schac.sc.gov

Current CRCs:
Columbia, West Columbia, Lee, Allendale, Hampton,
Beaufort, Jasper, Berkeley, Myrtle Beach

**Allendale County Community Relations Council
International Festival**

Thank you, Allendale CRC, for a great idea! Send in photos and let us know what creative events your CRC is hosting!



**Annual Event Calendar for
COMMUNITY RELATIONS
COUNCILS**

January
MLK/Interfaith Awareness

February
African American History

March
Women's History/End Racism Day

April
Fair Housing

May
Law Enforcement/
Community Relations

June
Disaster Preparedness/
Emanuel 9
Remembrance, Peace &
Reconciliation

July
Employment Discrimination/
Economic Opportunity

August
Youth Project/Back to School

September
Hispanic Heritage/Cultural Diversity

October
Disability Employment Awareness

November
American Indian Heritage/Veterans'
Appreciation

December
Aging & Poverty Issues

**No Blame, No Shame:
A Conversation About Race Panel Discussion**

The SC Human Affairs Commission will hold the next panel discussion at the:

**Florence County Library
509 S. Dargan Street**

September 26, 2019, at 6:00 p.m.

The Commission has partnered with the University of South Carolina's Collaborative for Race and Reconciliation to hold these discussions. These events are free and open to the public.