

# 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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CRC  
members,  
supporters  
and friends  
we encourage  
you to share  
this  
important  
information.

JUNE 2020

SC HUMAN AFFAIRS COMMISSION



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

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

### 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.

#### 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.

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.

**WE PREVENT AND ELIMINATE UNLAWFUL DISCRIMINATION.**



## Promoting harmony & respect among a diverse citizenry of our state Community Relations Councils

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Current CRCs:  
Columbia, Allendale, Anderson, Beaufort, Greenville, Greenwood, Lancaster, Lee, McCormick, Myrtle Beach, Rock Hill, Orangeburg

### Community Organization Salutes Police Departments!

Serve & Connect and the North Columbia Youth Empowerment Initiative (NYCEI) held a caravan to salute city and county police officers. Officers at the City of Columbia’s North Precinct on Ensor Avenue and at the Richland County Region Three substation on Fairfield Road received cheers and salutes at each of the substations. Cars decorated with thank you signs and streamers made their way through the substations’ parking lots as adults and children began honking car horns and shouting thank you for keeping us safe!

Omari Fox, Lead Community Organizer said, “We wanted to do something special for National Police Week & National Peace Officer Memorial Day and with all of the social distancing rules, we thought this would be a good way to show we appreciate them and we remember the lives lost in the line of duty.”

Pictured are volunteers making signs for the caravan.



- 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 Day, 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