

South Carolina Issues New Pregnancy Accommodations FAQs and Anti-Discrimination Poster

By Stephanie E. Satterfield & Andreas N. Satterfield

July 23, 2018

Meet the Authors



Stephanie E. Satterfield

(She/Her)

Principal

(864) 672-8048

Stephanie.Satterfield@jacksonlewis.com



Andreas N. Satterfield

Principal

(864) 232-7000

Andy.Satterfield@jacksonlewis.com

Related Services

Construction

Disability, Leave and Health
Management

Financial Services

Government Contractors

Healthcare

Higher Education

The South Carolina Human Affairs Commission (SCHAC) has published [Frequently Asked Questions](#) on the new state Pregnancy Accommodations Act. It also has published a [new anti-discrimination poster](#) that includes provisions required under the Act.

The Act amends the South Carolina Human Affairs Law to require employers with at least 15 employees to provide reasonable accommodations to employees for medical needs arising from pregnancy, childbirth, or other related medical conditions (including lactation), unless the employer can demonstrate the accommodation would impose an undue hardship on the operation of the business. According to the SCHAC's FAQs, staffing agencies are considered covered employers.

The Act also imposes posting and notice requirements effective September 14, 2018. It requires employers to conspicuously post information about the right to be free from discrimination for medical needs arising from pregnancy, childbirth, or other related medical conditions in an area accessible to employees. The poster provided by SCHAC satisfies the requirements of the Act.

By September 14, 2018, employers also must provide written notice of employees' rights under the Act to existing employees and new employees at the beginning of employment. To satisfy this requirement, employers should update their existing equal employment opportunity policies in handbooks or other documents provided to employees at the time of hire. Employers also may create and distribute a separate notice to comply with the Act.

For more on the Act, see our article, [South Carolina Enacts New Pregnancy Accommodation Requirements](#).

We will continue to monitor developments as they arise. Jackson Lewis attorneys are available to assist employers with questions about the new South Carolina law's requirements and provide compliance assistance.

Hospitality

Insurance

Life Sciences

Manufacturing

Media

Real Estate

Retail

Staffing and Independent Workforce

Technology

Transportation

©2018 Jackson Lewis P.C. This material is provided for informational purposes only. It is not intended to constitute legal advice nor does it create a client-lawyer relationship between Jackson Lewis and any recipient. Recipients should consult with counsel before taking any actions based on the information contained within this material. This material may be considered attorney advertising in some jurisdictions. Prior results do not guarantee a similar outcome.

Focused on labor and employment law since 1958, Jackson Lewis P.C.'s 1000+ attorneys located in major cities nationwide consistently identify and respond to new ways workplace law intersects business. We help employers develop proactive strategies, strong policies and business-oriented solutions to cultivate high-functioning workforces that are engaged, stable and diverse, and share our clients' goals to emphasize inclusivity and respect for the contribution of every employee. For more information, visit <https://www.jacksonlewis.com>.