As of May 18, 2018, if you are working while pregnant, recovering from childbirth, or need to express milk at work, you don’t have to risk your health to stay at your job. South Carolina law now gives you an explicit right to reasonable pregnancy accommodations so you can stay healthy and keep earning a paycheck when you need it most.

1. **What does the South Carolina Pregnancy Accommodations Act (SCPAA) do?**

The SCPAA protects pregnant women and mothers who have recently given birth from workplace discrimination. Employers have to allow employees with medical needs arising from pregnancy, childbirth, or related medical conditions to make changes to their work duties or schedule so they can stay healthy and on the job (e.g., help with heavy lifting, breaks to drink water or rest, a private space to express breast milk, etc.). These changes are called “reasonable accommodations.”

2. **Am I covered?**

If you are pregnant, recovering from childbirth, nursing, or have a related medical condition and work for an employer in South Carolina who has at least 15 employees, then you are covered.

3. **What are my rights?**

You are entitled to a reasonable accommodation at work as long as it does not cause an “undue hardship” for your employer. A reasonable accommodation could include temporary transfer to a less physically demanding position, light duty, or a modified work schedule.

4. **Do I have to be disabled to get an accommodation?**

No. Even women with healthy pregnancies can get a reasonable accommodation if they need one, such as light duty to prevent injury.

**NEED HELP?**

Call A Better Balance’s free, confidential legal hotline at (615) 915-2417 to speak with an attorney concerning pregnancy and family care.