



WREN

Women's
Rights &
Empowerment
Network

scWREN.org

WHAT YOU CAN DO

- Visit www.scwren.org and join the movement for better reproductive health policies in South Carolina.
- Share this Information with your friends and get your community to make their voices heard.
- Keep up-to-date with all the legislative issues that deal with reproductive health by following WREN on Facebook, and Twitter.

THE POLICY

South Carolina Pregnancy Accommodations Act

OVERVIEW

No woman should have to choose between her job and a healthy pregnancy. By ensuring new and expectant mothers receive the reasonable accommodations they need to continue working safely throughout their pregnancy, the "South Carolina Pregnancy Accommodations Act" supports the health and financial stability of growing families.

- Today, holding a paying job during and after pregnancy is not only common; it is a financial necessity.
- More women are continuing to work while they are pregnant and later into their pregnancies. In fact, two-thirds of South Carolina women who gave birth in the last year were employed.¹
- Many pregnant women and new mothers can and do perform their jobs without difficulty. Some women, however, may develop pregnancy-related conditions that require minor adjustments at work.
- Current policies do not adequately support expectant mothers who require temporary accommodations to continue working while pregnant.
- Pregnant employees denied accommodations may be at risk of complications that jeopardize their health and the health of their child.
- Accommodations are often no-cost or low cost to employers, such as providing more frequent bathroom or food breaks, allowing an employee to carry a water bottle, permitting coworkers to assist with heavy lifting, or providing a stool to sit.
- Accommodations also allow a woman to continue lactation when she returns to work.
- Pregnant employees in physically demanding, inflexible or hazardous jobs are particularly likely to need accommodations.
- Providing opportunities for women to safely work later in their pregnancies will provide pregnant employees, especially low-wage employees, and their families huge benefits, as well as benefit the employer.
- South Carolina needs to adopt a law that provides clear instructions that enable reasonable accommodations for pregnant employees.
- 81 percent of South Carolinians favor requiring employers to make reasonable accommodations for pregnant employees unless the employer can demonstrate that the accommodation imposed an undue hardship.²

¹ U.S. Census Bureau. (2016). 2010-2014 American Community Survey 5-Year Estimates, Geographies: South Carolina, Table B13012.

² Winthrop University. (Feb 2017). Winthrop Poll February 2017 - General Population in SOUTH CAROLINA, Table 44.