

Legislative Update

South Carolina Governor Henry McMaster has signed into law the South Carolina Lactation Support Act—the Act went into effect on June 25, 2020.



South Carolina Human Affairs Commission

Janie A. Davis, Commissioner

Under the SC Lactation Act:

- Employers are required to provide a reasonable amount of unpaid break time to employees wishing to express breast milk at work.
- Employees must also be allowed to use paid break time or meal time for such purposes, should they wish. However, an employer is not required to provide break time if doing so would create an undue hardship on its operations. The break time provided can also run concurrently with break time already provided to the employee.
- The SC Lactation Act also requires employers to make reasonable efforts to provide a room or other location, other than a toilet stall, in close proximity to the work area, for an employee to express breast milk in privacy. The Act does not require an employer to construct permanent, dedicated space.

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, please visit: www.schac.sc.gov