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

Volume V Issue 6 * May 2020

Exceptional Work by Our Staff!

It is not fun to toil away at your job and not get noticed. Our SC Human Affairs Commission staff continues to diligently work on questionnaires, charges, investigations in employment and housing, trainings and community relations. Our staff continues to make calls, send emails and mail letters all while working remotely. No one knows that many of our staff members work well beyond 5:00p.m., answering emails, writing letters, or discussing ideas on how to use technology to help the citizens of this state. Staff members - you are appreciated and your work is not in vain. Listed below are just a few of the accomplishments of our wonderful team:

- In EEO Enforcement news for State Fiscal Year 2020, the monetary value of settlements is approaching 2 million dollars.
- Community Relations has doubled its output of monthly newsletters and is now sending out newsletters twice each month.
- Intake has made the most drastic change during this pandemic and they have successfully handled the technology transition.
- Housing has had a smooth technology transition and continues it work.
- Technical Services & Training has completed its Pregnancy Accommodations Act outreach plan and is working with Webex to help our agency with video conferencing, webinars, etc.

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Community Relations Councils

1026 Sumter Street, Suite 101
Columbia, SC 29201
T: (803)737-7800
F: (803)253-4191
W: www.schac.sc.gov

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

FIRST FRIDAY FACTS

KNOW YOUR RIGHTS: PREGNANCY IN THE WORKPLACE

WHAT IS THE SOUTH CAROLINA 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.

PREGNANT?

RECOVERING FROM CHILDBIRTH?

HAVE A RELATED MEDICAL CONDITION?

IT'S YOUR RIGHT TO ASK FOR REASONABLE ACCOMMODATIONS

- Frequent and Longer Bathroom Breaks
- Allowing an employee to sit more frequently if the job requires employee to stand
- Rest Breaks: modifying a food and drink policy
- Assistance with manual labor and limits on lifting
- Modifying work schedules
- Time off for medical appointments
- Providing a private place, other than the bathroom stall, to express milk

For more information contact training@schac.sc.gov or 803-673-9284

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Helpful information for you and your family

Find a food pantry near you:
https://www.foodpantries.org/st/south_carolina

The South Carolina Department of Consumer Affairs (SCDCA) is warning consumers and businesses to be on the look out for coronavirus scams.
https://consumer.sc.gov/news/2020-03/look-out-coronavirus-scams

Annual Event Calendar for COMMUNITY RELATIONS COUNCILS

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