



# ATTENTION SOUTH CAROLINA EMPLOYERS

Our goal as your **RELIABLE** labor law poster company is to ensure that you are always in compliance! We would like to make you aware that there may be **other requirements** your company is subject to in addition to posting your labor law posters in a conspicuous location.

- Under the new Pregnancy Accommodations Act, which has been added to the "**Employment Discrimination**" notice, employers must also provide written notice to employees of their right to be free from discrimination for medical needs arising from pregnancy, childbirth, or related medical conditions on their first day of employment, and to existing employees within 120 days of the law's effective date of May 17, 2018.
  - Locate the "**Workers' Compensation**" notice on your South Carolina poster, and fill in the Workers' Compensation Provider information in the space provided.
  - The following businesses are required to post **Human Trafficking notices**: An establishment which has been declared a nuisance for prostitution, an adult business, including a nightclub, bar, restaurant, or another similar establishment in which a person appears in a state of sexually explicit nudity or seminudity, businesses and establishments that offer massage or bodywork services by any person who is not licensed under Chapter 30, Title 40, emergency rooms within any hospital, urgent care centers, any hotel, motel, room, or accommodation furnished to transients for which fees are charged in the state of South Carolina, all agricultural labor contractors and agricultural labor transporters, and all airports, train stations, bus stations, rest areas, and truck stops. Go to our Free Specialty Posters page at the following address to download the South Carolina Human Trafficking notice: <https://www.postercompliance.com/labor-law-posters/free-specialty-labor-law-posters/>
  - If **applicants for employment** are normally seen in an area **other than where you post your federal labor law poster**, you need to post four federal notices in this area where applicants can easily see them. Poster Compliance Center publishes a Federal Applicant Edition poster that includes all four of these notices. Call Customer Service at (800) 322-3636 if you would like to order this poster.
  - If your state has an **E-Verify law** (used to determine if workers are eligible for employment), covered employers must register for E-Verify through the U.S. Department of Homeland Security (DHS) and must post required participation posters.
    - Only employers who have registered should post the required posters which can be downloaded free during registration.
    - DHS prohibits commercial sale of these posters by third parties.
- For these reasons E-Verify posters are not included on our state posters. For further information or to register for E-Verify, go to the DHS E-Verify home page at <https://www.e-verify.gov/> or call 888-464-4218.
- If your state has a **No Smoking law**, covered employers must post required signs in their business. The signs must be posted in specific locations, such as building or room entrances. These location requirements cannot be met by including a no smoking sign on your labor law poster. Therefore, employers must obtain and post any required signs, usually from the state Department of Health. These no smoking signs can be downloaded free of charge.

Poster Compliance Center publishes labor law posters that include all general required notices for employers. Depending on a company's industry, type of commerce, sector, location, or workforce, **additional specialized notices may be required** by federal, state, or local governments or agencies. Examples could include notices for a municipality, notices for federal contractors, notices that must be posted for the public or job applicants (in addition to those posted for employees), a labor law notice required in another language for employees who do not speak English, public sector notices, signage that must be posted at a specific location in your business such as the entrance, or a notice that can only be obtained through an insurance company.

DISCLAIMER: This product is not intended to provide legal or financial advice or substitute for the advice of an attorney or advisor.