

NEW LAW PROTECTS DOMESTIC VIOLENCE SURVIVORS

Are you dealing with violence in your life?

State law says you can take time off work without being fired or demoted

Who does the law protect?

- Victims of domestic violence, sexual assault, or stalking.
- People who need time off to help a child, intimate partner, parent, or grandparent who is a victim.
- Part-time and full-time employees.

How does it work?

- Time off can be paid or unpaid.
- No limit on how many times you can take leave or how long.
- Time off can be used for whatever you need to protect yourself (like going to court, getting medical treatment, or moving).
- Employers can ask you to verify that you are a victim.*

What if I was denied leave? (Or fired or demoted because I needed time off?)

- File a complaint with the Department of Labor & Industries at www.lni.wa.gov or 1-800-547-8367.

* If you have a court order or police report, you can give your employer a copy. If you don't, you can write a short description of what you are going through or ask someone that has helped you to write a letter.

Do you want to make your community safer?

Talk to employers about the new law and help them help survivors

What to say?

- One in three women experience domestic violence in their lifetime, so chances are one of your employees is dealing with this.
- Helping survivors of domestic violence is not only the right thing to do, it makes good business sense.
- Allowing an employee to take time off to protect themselves is the law.
- Safe employees lead to:
 - Higher productivity
 - A safer workplace
 - Less worker turnover
- Resources are available to help:
 - Call the Domestic Violence Hotline at 1-800-562-6025 for information and support.
 - For more information go to: www.getmoneygetsafe.org/takingleave.cfm

Share this information!

Tear off the right panel and give to employers

Protect your business and your employees

New domestic violence law allows stalked or abused employees to take time off work

The law

RCW 49.76 – the Domestic Violence Leave Law – went into effect April 2008. It is for victims of domestic violence, sexual assault, or stalking.

This applies to you

If you employ anyone, this law impacts you. The size of your business does not matter.

You have responsibilities

- Employers cannot fire or demote employees for taking time off to protect themselves from a stalker or abuser.
- Leave can be paid or unpaid.
- You must keep your employee's information confidential.
- Resources are available to help:
 - Call the Domestic Violence Hotline at 1-800-562-6025
 - For more information go to: www.getmoneygetsafe.org/takingleave.cfm

No one has the right to threaten or hurt you or your employees

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