

State Laws Requiring Private Employers to Provide Leave from Work to Employees who are Victims of Domestic Violence, Sexual Assault, and/or Stalking

This information is for anyone providing support to survivors of domestic violence, sexual assault, and/or stalking (DVSAS). This chart contains a high-level description of state and U.S. territory employment laws that require private employers to provide unpaid and paid leave to victims of domestic violence. Each state law has different ways that they describe these protections, different definitions of domestic violence, sexual assault, and/or stalking, different note and documentation requirements, and different reasons why a victim may take the leave.



Why do victims of domestic violence, sexual assault, and/or stalking need time off work?

Survivors may need to take time away from work to go to court or to seek safety. They also may need to miss work to heal from injuries or illnesses caused by or exacerbated by violence or to obtain counseling to address abuse-associated trauma. Survivors may need to relocate and/or reenroll their children in a new school or childcare program. Each of these steps to safety frequently involves accessing systems and services only available during working hours.

Please review this chart in conjunction with the charts that Workplaces Responds has created on state laws prohibiting employers from

discriminating against employees who are victims of DVSA, state laws providing reasonable accommodations for employees who are victims of DVSA, and state laws clarifying eligibility or unemployment insurance benefits for employees who separate from work due to DVSA.

Disclaimer: This chart does not include information on how employees may use these protections. The information in this chart is not legal advice. Please consult with an attorney licensed in your jurisdiction. State laws frequently change. This chart is up to date as of January 7, 2025.

<u>Chart Legend</u>	
	Indicates when a state's law does not entitle employees to time off work related to their experience of DVSA.
	Indicates when a state's law entitles employees to time off work related to their experience of DVSA.

Disclaimer	This chart is up to date as of January 7, 2025. The information in this chart is not intended to be legal advice. Please consult with an attorney licensed in your jurisdiction if you believe you have experienced employment discrimination			
State/Territory	Does state law require most employers to provide leave to an employee because of domestic violence, sexual assault, and/or stalking?	Which forms of violence (domestic violence, sexual assault, and/or stalking) are expressly included in the law?	What documentation can an employer request to establish the employee is a victim of domestic violence, sexual assault, and/or stalking?	Citation
Alabama	No	None	None	N/A
Alaska	No*	None	None	N/A
Arizona	Yes, employees may use earned paid sick time	Domestic Violence	A police report	AZ Rev Stat § 23-373 (2022)
		Sexual Violence	A court order	
		Abuse	Documentation from a licensed medical professional, domestic violence counselor, sexual assault counselor, victim advocate, or licensed healthcare provider affirming that the employee is receiving services.	
		Stalking	A written statement signed by the employee	
Arkansas	No	None	None	N/A
California	Yes, employees may use earned paid sick time	Domestic Violence	A written statement signed by the employee	Cal. Lab. Code § 246.5 (2023).
		Sexual Violence	Documentation from a licensed medical professional, domestic violence counselor, sexual assault counselor, victim advocate, or licensed healthcare provider	
Colorado	Yes, employees may use earned paid sick time	Domestic Abuse	An employee must provide reasonable documentation that the paid leave is for a purpose authorized by this state law	Colo. Rev. Stat. § 8-13.3-404 (2023).
		Sexual assault		
		Harassment		
Connecticut	Yes, employees may use earned paid sick time	Family violence	Employers cannot require an employee provide any documentation about the reasons they are using this leave.	Conn. Gen. Stat. § 31-57t (2024).
		Sexual Assault		
Delaware	Yes, employers must provide unpaid time off for crime victims if they are subpoenaed.	Crime Victims	A prosecutor may request the victim's participation in court proceedings or a judge may issue a subpoena for the victim to appear.	Del. Code Ann. tit. 11, § 9409
D.C.	Yes, employers must provide paid time off	Domestic Violence	An employee must make this request in writing.	D.C. Code § 32-531.02(2014)
		Sexual Violence		
		Stalking		
Florida	Yes, employers must provide unpaid time off.	Domestic violence	An employer can require an employee to provide sufficient documentation of the domestic violence or sexual violence.	Fla. Stat. § 741.313 (2021)
		Sexual violence		
Georgia	No	None	None	N/A
Guam	Yes, employers must provide unpaid time off.	Domestic Violence	An employee must make the request for time off within a reasonable time	22 Guam Code § 3401 (2010)
		Sexual Assault		
		Stalking		

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Hawaii	Yes, employers must provide unpaid time off	Domestic Violence	An employee must provide a signed statement stating that they, or their minor child, is a victim of domestic or sexual violence	Haw. Rev. Stat. § 378-2 (2023)
		Sexual Violence	A certificate from a healthcare provider estimating the amount of necessary leave.	
Idaho	No	None	None	N/A
Illinois	Yes, employers must provide paid time off	Employees can take paid time off of work that can be used for any purpose.	None	820 Ill. Comp. Stat. 192/1 - 192/99.
Indiana	No	None	None	N/A
Iowa	No	None	None	N/A
Kansas	Yes, employers must grant unpaid time off	Domestic Violence	A police report A court order or evidence of the employee appearing in court	Kan. Stat. § 44-1132 (2007)
		Sexual assault	Documentation from a licensed medical professional, domestic violence counselor, sexual assault counselor, victim advocate, or licensed healthcare provider	
Kentucky	No	None	None	N/A
Louisiana	No	None	None	N/A
Maine	Yes, employers must provide paid time off	Employees can take paid time off of work that can be used for any purpose.	None	26 ME Rev. Stat § 637.
Maryland	Yes, employees may use earned paid sick time	Domestic violence	If the need to use earned sick and safe leave is foreseeable, an employer may require an employee to provide reasonable advance notice of not more than 7 days before the date the earned sick and safe leave would begin.	Md. Code, Lab. & Empl. § 3-1305 (2018)
		Sexual assault		
		Stalking		
Massachusetts	Yes, employees may use earned paid sick time	Domestic Violence	A police report	Mass. Gen. Laws Ch. 149 § 148C.
			A court order	
			Documentation from a licensed attorney, medical professional, domestic violence counselor, sexual assault counselor, victim advocate, or licensed healthcare provider	
			A written statement signed by the employee attesting to the abuse	
Michigan	Yes, employees may use earned paid sick time	Domestic Violence	A police report A court document	Mich. Comp. Laws Mich. Comp. Laws Sec. § 408.964 (2019)
		Sexual assault	A signed statement from the employee and a victim advocate affirming that the employer is receiving services	

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Minnesota	Yes, employees may use earned paid sick time	Domestic Abuse	A court record	Minn. Stat. § 181.9447
		Sexual assault	Documentation from a licensed attorney, medical professional, domestic violence counselor, sexual assault counselor, victim advocate, or licensed healthcare provider	
		Stalking	A written statement signed by the employee indicating they are using the time off for a qualifying purpose	
Mississippi	No	None	None	N/A
Missouri	No*	None	None	N/A
Montana	No	None	None	N/A
Nebraska	No	None	None	N/A
Nevada	Yes, employers must provide paid time off	Employees can take paid time off of work that can be used for any purpose.	None listed	NV Rev. Stat. § 608.0197
New Hampshire	No	None	None	N/A
New Jersey	Yes, employees may use earned paid sick time	Domestic Violence	A law enforcement record	NJ Rev Stat § 34:11D-3 (2023)
			Medical documentation	
			A court order	
		Sexual Violence	Certification from a certified domestic violence service provider Documentation or certification provided by a social worker, counselor, member of the clergy, shelter worker, health care professional, attorney, or other professional who has assisted the employee or family member in dealing with the domestic or sexual violence.	
New Mexico	Yes, employees may use earned paid sick time	Domestic Abuse	A police report	NM Stat § 50-17-3 (2023)
			A written statement from the employee or the employee's family member affirming that the leave was taken for a qualifying purpose	
		Sexual assault	A court document	
		Stalking	Signed documentation from an attorney, law enforcement officer, health care professional, licensed mental health professional or counselor, member of the clergy or victim services provider .	

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New York	Yes, employees may use either unpaid or paid sick time.	Domestic Violence	If the leave will last more than three (3) consecutive days, the employer can request: an attestation from the employee of their eligibility for leave or an attestation from a licensed medical provider	N.Y. Lab. Law § 196-b (2025).
		Family offense		
		Human trafficking		
		Sexual offense		
		Stalking		
North Carolina	Yes, employees may use unpaid time off	Victims of domestic violence, stalking, and sexual assault for the purposes of seeking a protective order	None listed	N.C. Gen. Stat. § 95-270 (2004)
North Dakota	No	None	None	N/A
Ohio	No	None	None	N/A
Oklahoma	No	None	None	N/A
Oregon	Yes, employees may use earned paid sick time	Domestic Violence	A police report	Or. Rev. Stat. §§ 65.616; 659A.272 (2023).
		Sexual Assault	A court order	
		Harassment	Documentation from an attorney, law enforcement officer, health care professional, licensed mental health professional or counselor, member of the clergy or victim services provider.	
		Stalking		
Pennsylvania	No	None	None	N/A
Puerto Rico	Yes, employees may take unpaid time off	Domestic Violence	A protective order	29 L.P.R.A. § 509b (2019)
		Gender Violence	Documentation from an attorney, law enforcement officer, court official, health care professional, licensed mental health professional or counselor, member of the clergy or victim services provider.	
		Abuse of a child	A police report	
		Sexual harassment at work	An affidavit of a coworker who witnessed the abusive situation	
		Sexual assault	Medical documentation	
		Stalking	Any other documentation that reliably shows the employee was using this leave for a qualified purpose	
		Lewd acts		
Rhode Island	Yes, employees may use earned paid sick time	Stalking	A signed statement from the employee that they are a experiencing a qualifying form of abuse	R. I. Gen. Laws § 28-57-6 (2017).
		Sexual Assault	A police report	
			A signed statement from a victim advocate affirming that the employee is receiving services	
		Stalking	A court order	
South Carolina	No	None	None	N/A

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South Dakota	No	None	None	N/A
Tennessee	No	None	None	N/A
Texas	No	None	None	N/A
Utah	No	None	None	N/A
Vermont	No	None	None	N/A
U.S. Virgin Islands	Yes, employees may take unpaid time off	Domestic violence	Documentation from an attorney, law enforcement officer, court official, health care professional, licensed mental health professional or counselor, member of the clergy or victim services provider.	V.I. Code tit. 16, § 99c (2019)
		Stalking		
		Sexual assault	A court order	
		Harassment	Evidence that the employee appeared in court	
Virginia	No	None	None	N/A
Washington	Yes	Domestic Violence	For absences exceeding three days, an employer may require verification that an employee's use of paid sick leave is for an authorized purpose.	Wash. Rev. Code § 49.46.210 (2024).
		Sexual Assault		
		Stalking		
West Virginia	No	None	None	N/A
Wisconsin	No	None	None	N/A
Wyoming	No	None	None	N/A
Notes	* Alaska and Missouri voters recently passed a ballot measure regarding a paid safe leave law that will cover most employees experiencing domestic violence, sexual assault, and stalking. For Missouri, this law's coverage begins on May 1, 2025. For Alaska, this law's coverage starts July 1, 2025.			

Workplaces Respond provides technical assistance to workplace stakeholders seeking to better prevent and respond to domestic violence, sexual assault, stalking, and harassment impacting the workplace. Scan this QR code to access the Resource Center.



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