

# **State Laws Requiring Employers to Provide Reasonable Accommodations 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 reasonable accommodations to employees who are victims of DVSAS to increase their safety at work and enable them to maintain employment. Each state law has different ways that they describe these protections, different definitions of domestic violence, sexual assault, and/or stalking, and different methods of enforcement and remedies. Reasonable accommodations for employees who are victims of DVSAS are in addition to reasonable accommodations provided under state and federal law for employees with qualifying disabilities.<sup>1</sup>*

## **What is a reasonable accommodation for an employee who is a victim of domestic violence, sexual assault, stalking, and/or harassment?**

A reasonable accommodation for an employee who is a victim of domestic violence, sexual assault, and/or stalking is an adjustment in the workplace

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<sup>1</sup> Employees with qualifying disabilities may also be experiencing DVSAS, so these employees may have access to reasonable accommodations based on their disability under state and federal laws including the Americans with Disabilities Act. 42 U.S.C. § § 12111 et. seq. (2008).



that supports the victim’s ability to stay safe or to do their job even while they are attempting to address the impacts of DVSAAS.

Reasonable accommodations provided by an employer vary under each state law but may include a transfer or reassignment to another worksite or location; a modified work schedule; additional security in the workplace, a new telephone number for the employee at work; or any other reasonable accommodations that will ensure the safety of the employee, the workplace, the employer or other employees.

An employer may assert that one of these reasonable accommodations causes an undue hardship, and thus they are unable to provide it. If an employer asserts that providing an accommodation causes an undue hardship, consult an attorney in your jurisdiction.

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 DVSAAS, requiring employers to provide leave from work for survivors of DVSAAS, and state laws clarifying eligibility or unemployment insurance benefits for employees who separate from work due to DVSAAS.

*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 February 12, 2025.*

| <b><u>Chart Legend</u></b>  |   |
|---|---|
|  | Indicates when a state or territory’s law does not require employers to provide a reasonable accommodation for employees based on their experience of DVSAAS. |
|  | Indicates when a state or territory’s law requires employers to provide a reasonable accommodation for employees based on their experience of DVSAAS.         |

| State/Territory | Does state law require employers to provide reasonable accommodations based on an employee's status as a victim 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         | No   | None  | None  | N/A   |
| Arkansas        | No   | None  | None  | N/A   |
| California      | Yes  | Stalking  | A written statement signed by the employee  | <a href="#">Cal. Gov. Code § 12945.8(e) (2025)</a>          |
|                 |  | Domestic Violence   | Documentation from a licensed medical professional, domestic violence counselor, sexual assault counselor, victim advocate, or licensed healthcare provider |   |
|                 |  | Sexual Violence   |   |   |
| Colorado        | No   | None  | None  | N/A   |
| Connecticut     | No   | None  | None  | N/A   |
| Delaware        | Yes  | Domestic Violence   | A court order   | <a href="#">Del. Code. Ann. tit. 19, §§ 710- 711(2022).</a> |
|                 |  | Sexual Offense  | Medical record  |   |
|                 |  | Stalking  | Documentation from a licensed medical professional, domestic violence counselor, sexual assault counselor, victim advocate, or licensed healthcare provider |   |
| D.C.            | Yes  | Domestic Violence   | None listed   | <a href="#">D.C. Code § 2-1402.11(c-1)(2023)</a>            |
|                 |  | Sexual Violence   |   |   |
|                 |  | Stalking  |   |   |
| Florida         | No   | None  | None  | N/A   |
| Georgia         | No   | None  | None  | N/A   |
| Guam            | No   | None  | None  | N/A   |
| Hawaii          | Yes  | Domestic Violence   | A court order   | <a href="#">Haw. Rev. Stat. § 378-81 (2024)</a>             |
|                 |  |   | Medical record  |   |
|                 |  | Sexual Violence   | Documentation from a licensed medical professional, domestic violence counselor, sexual assault counselor, victim advocate, or licensed healthcare provider |   |
| Idaho           | No   | None  | None  | N/A   |
| Illinois        | Yes  | Domestic Violence   | A written statement signed by the employee  | <a href="#">820 ILCS 180/30(b)(1) (2024)</a>                |
|                 |  |   | Documentation from a licensed medical professional, domestic violence counselor, sexual assault counselor, victim advocate, or licensed healthcare provider |   |
|                 |  | Sexual Violence   | A police record   |   |
|                 |  | Gender Violence   | Any other corroborating evidence  |   |
| Indiana         | No   | None  | None  | N/A   |
| Iowa            | No   | None  | None  | N/A   |
| Kansas          | No   | None  | None  | N/A   |
| Kentucky        | No   | None  | None  | N/A   |
| Louisiana       | No   | None  | None  | N/A   |
| Maine           | No   | None  | None  | N/A   |
| Maryland        | No   | None  | None  | N/A   |
| Massachusetts   | No   | None  | None  | N/A   |
| Michigan        | No   | None  | None  | N/A   |
| Minnesota       | No   | None  | None  | N/A   |
| Mississippi     | No   | None  | None  | N/A   |
| Missouri        | Yes  | Sexual Violence   | None listed   | <a href="#">Mo. Rev. Stat. § 285.650 (2021)</a>             |
|                 |  | Domestic Violence   |   |   |
| Montana         | No   | None  | None  | N/A   |
| Nebraska        | No   | None  | None  | N/A   |
| Nevada          | Yes  | Domestic Violence   | An employer may require supporting documentation.   | <a href="#">Nev. Rev. Stat. § 613.222 (2023).</a>           |
|                 |  | Sexual Assault  |   |   |
| New Hampshire   | No   | None  | None  | N/A   |
| New Jersey      | No   | None  | None  | N/A   |
| New Mexico      | No   | None  | None  | N/A   |
| New York        | No   | None  | None  | N/A   |
| North Carolina  | No   | None  | None  | N/A   |
| North Dakota    | No   | None  | None  | N/A   |

| State/Territory     | Does state law require employers to provide reasonable accommodations based on an employee's status as a victim 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  |
|---------------------|---|---|---|---|
| Ohio                | No  | None  | None  | N/A   |
| Oklahoma            | No  | None  | None  | N/a   |
| Oregon              | Yes   | Domestic Violence<br>Sexual Assault<br>Harassment<br><br>Stalking   | A police report<br>A court order<br><br>Documentation from an attorney, law enforcement officer, health care professional, licensed mental health professional or counselor, member of the clergy or victim services provider . | <a href="#">Or. Rev. Stat. § 659A.290(2)(c) (2013).</a> |
| Pennsylvania        | No  | None  | None  | N/A   |
| Puerto Rico         | Yes   | Domestic Violence<br>Gender Violence<br>All situations of abuse   | Any request must be made in writing.  | <a href="#">29 L.P.R.A. § 509 (2019).</a>               |
| Rhode Island        | No  | None  | None  | N/A   |
| South Carolina      | No  | None  | None  | N/A   |
| 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 | No  | None  | None  | N/A   |
| Virginia            | No  | None  | None  | N/A   |
| Washington          | Yes   | Domestic Violence<br>Sexual Assault<br>Stalking   | None listed   | <a href="#">Wash. Rev. Code § 49.76.115 (2018).</a>     |
| West Virginia       | No  | None  | None  | N/A   |
| Wisconsin           | No  | None  | None  | N/A   |
| Wyoming             | No  | None  | None  | N/A   |
| 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 February 12, 2025. |   |   |   |

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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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