

Work Without Fear: The State of Employment Protections for Survivors

May 6, 2026

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The information provided herein is for general informational purposes only. It is not legal advice from Futures Without Violence, nor is it a substitute for legal counsel on any subject matter.



HOW IMPROVE
TO EMPLOY
PREVENT
DOMESTIC



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Welcoming Remarks



Ana López Van Balen
FUTURES
Vice President,
Workplace & Economic
Opportunity



Bella Book
FUTURES
Sr. Program
Specialist &
Program Attorney



Robin Runge
FUTURES
Consultant and
Law Professor



Resources

National Domestic
Violence Hotline

www.thehotline.org/
1-800-799-SAFE (7233)

National Sexual Assault
Hotline:

<https://rainn.org/>
1-800-656-HOPE (4673)

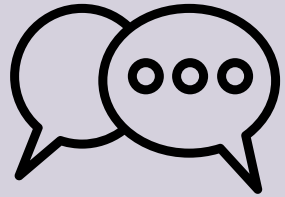
The Deaf Hotline:
<https://www.thedeafhotline.org/>
1-855-812-1001

Legal Momentum Hotline:
1(800)-649-0297
legalmomentum.org/get-help-form

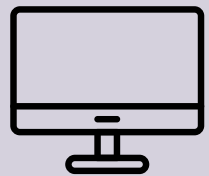
Zoom Logistics



Use emoji reactions.



Put questions in the Q&A box.



Slides and resources will be shared with registrants via email.



American Sign Language interpreters and closed captions available.



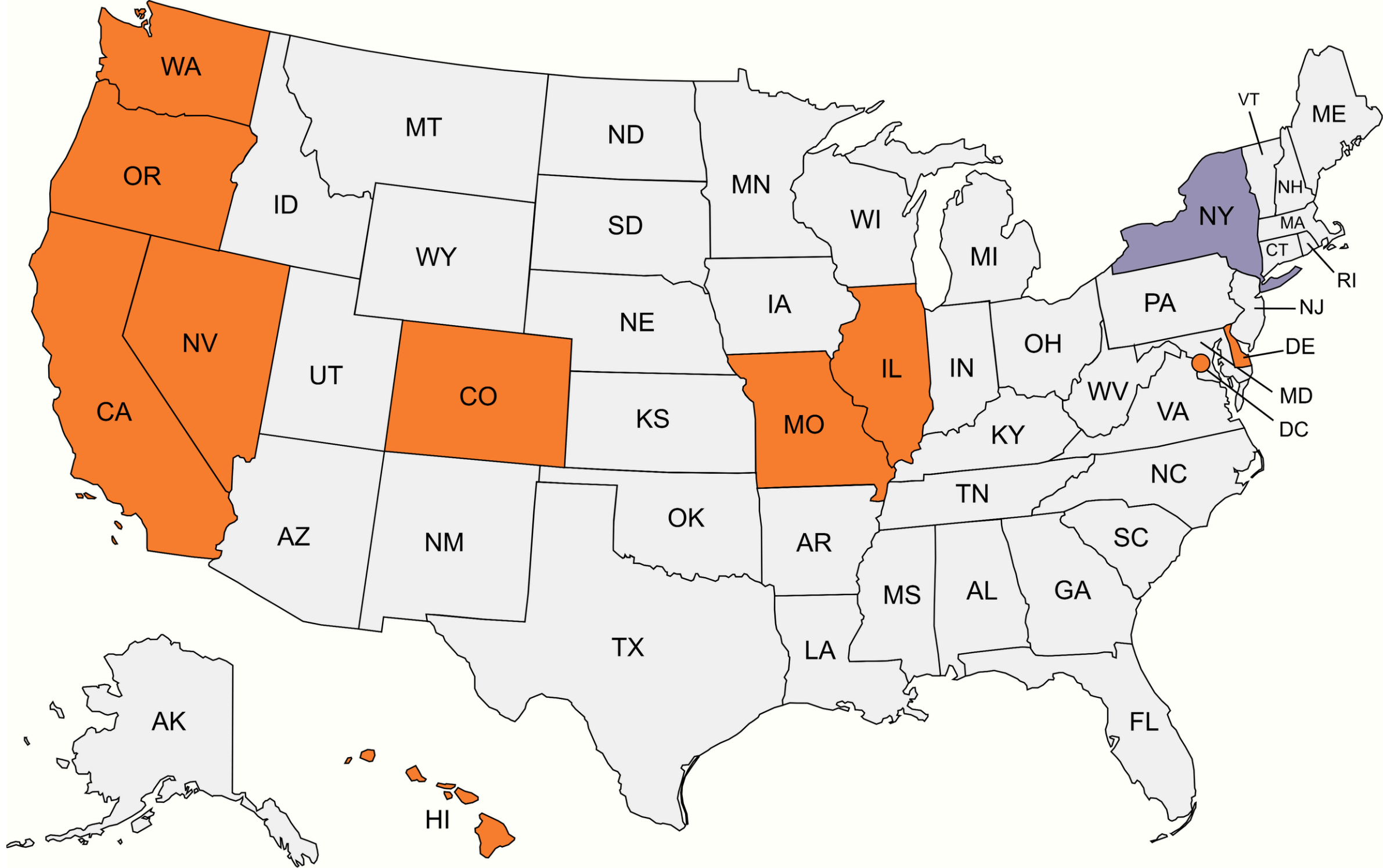
Presentation in English. Spanish interpreters and slides in ESP channel.

The Employment Needs of Survivors

- Survivor-Specific Anti-Discrimination
- Survivor-Specific Reasonable Accommodations
- Time Off Work
- Unemployment Insurance Benefits

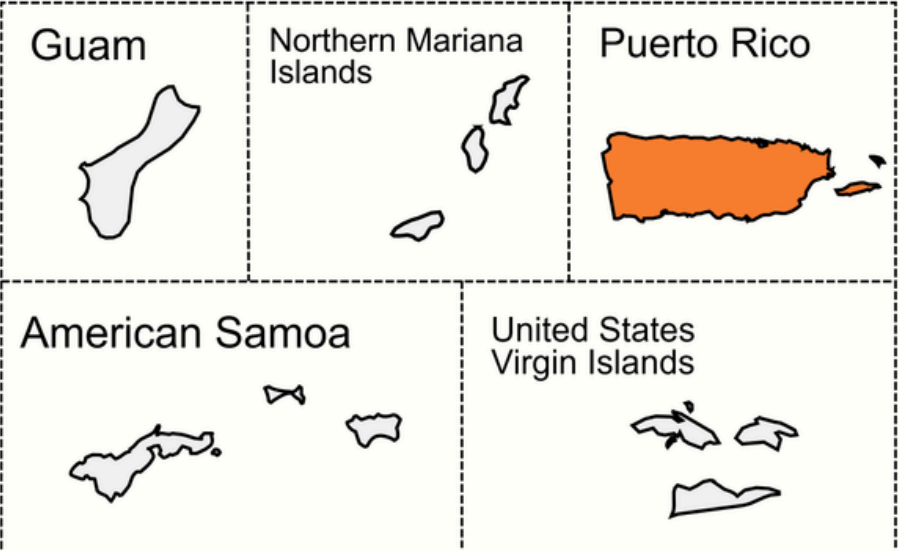


Survivor-Specific Reasonable Accommodation Laws

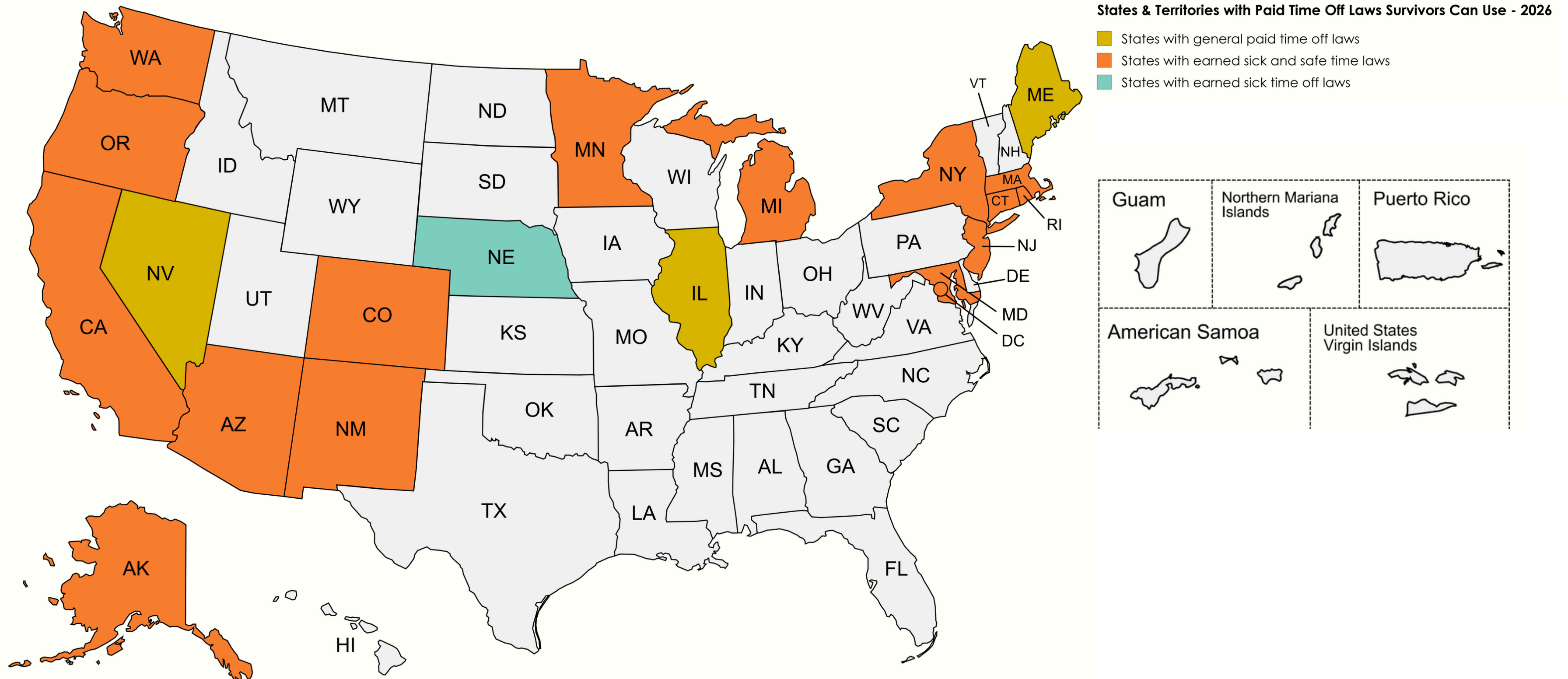


States & Territories with Survivor-Specific Reasonable Accommodation Employment Laws - 2026

- Survivor-specific reasonable accommodations available
- Survivor-specific reasonable accommodations limited to time off work



Time Off Work - Paid Time Off Laws



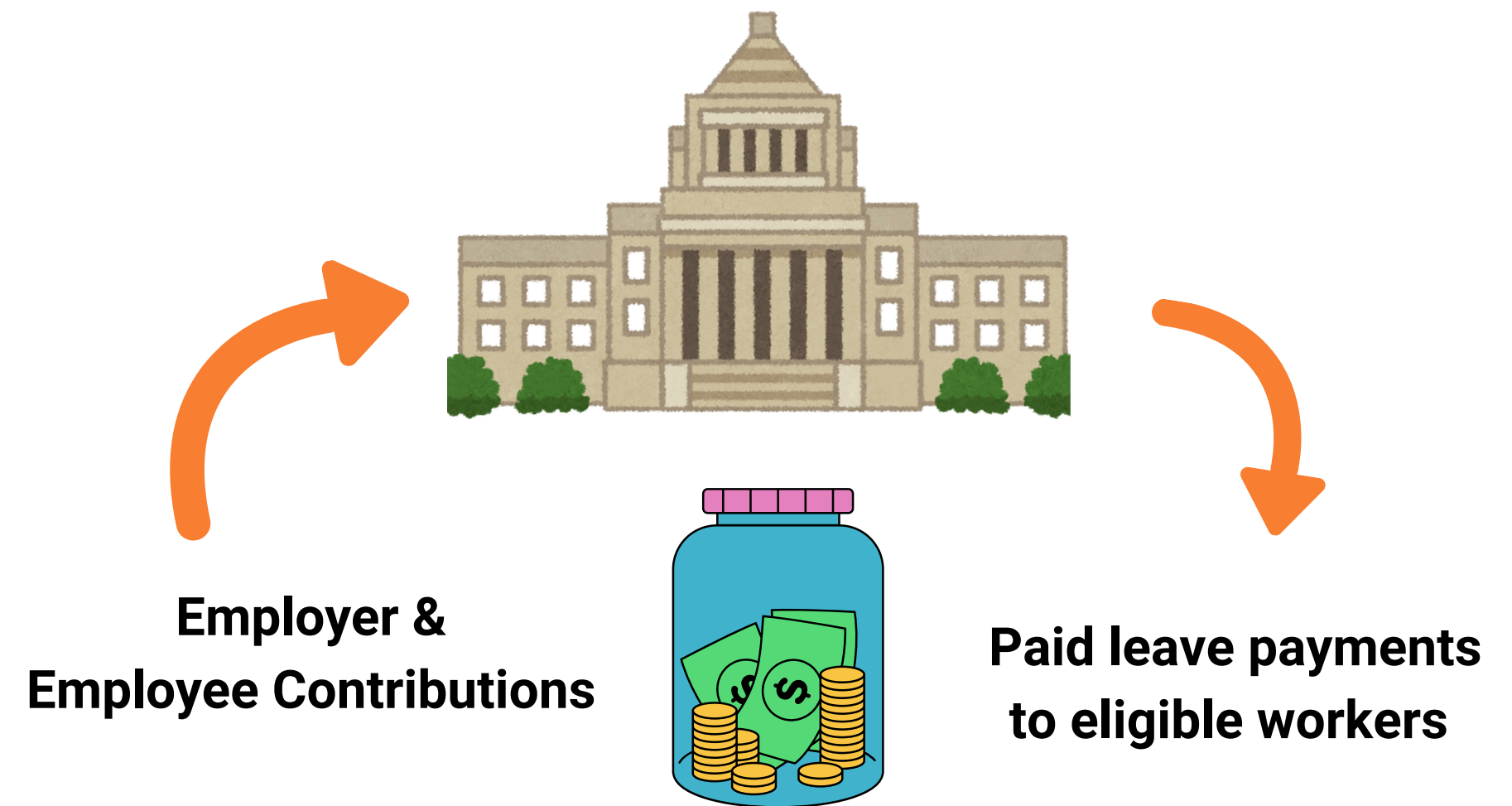
Created using mapchart.net

Time Off Work - State Paid Family, Medical, & Safe Leave

An **eligible worker** will apply to a state agency for **partial wage replacement** payments while on leave.

Payments come from employee and employer contributions.

The state will likely require **documentation**.



Hearing from Advocates - Putting Employment Laws To Work for Survivors



California

Rocio Molina, ValorUS &
Natalia Gottschalk,
Legal Aid at Work

Florida

Noelle Clark
CASA Pinellas

Minnesota

Sami Sexton
Standpoint MN

West Virginia

Raymie White
WVCADV



The Advancing Safety Project is here to help!

- Come to our office hours - the second Friday of every month at 2 pm EST.
- Request a state-specific training for your organization.
- Join our mailing list!

Evaluation



FUTURES and Uplevyl are partnering to use the power of AI to help survivors know their workplace protections



Ana López Van Balen
FUTURES

**Vice President, Workplace &
Economic Opportunity**



Shubi Rao
Uplevyl
Founder & CEO





How can I support you right now?

WorkSafe provides survivors of domestic violence, sexual assault, and stalking with anonymous access to workplace protection information across the U.S. Nothing here is saved or shared — your privacy comes first.

GET HELP

What would you like to know about workplace protections?



Do you need time off work?

Has your employer started treating you differently because you are a survivor?

Will a change in how you work keep you safer?

Have you had to leave your job due to violence?

🛡️ WorkSafe offers legal information to guide you, but it is not a substitute for professional legal advice.



Test Our Tool & Support Survivors' Employment Protections

