

# State leave laws relating to domestic violence, sexual assault and stalking

This table lists U.S. jurisdictions that have specific laws requiring employers to provide a leave of absence for an employee who him/herself or a family member has been a victim of domestic violence, sexual assault, stalking, and/or other similar incidents.

NOTE: In addition to the specific "personal protection" leaves and PFML listed below, several states have laws requiring employers to permit employees to take paid sick leave in such circumstances. Further, virtually all states have laws that provide job protection for victims or witnesses for time spent testifying in court or assisting prosecuting attorneys with respect to many or all crimes, not just crime relating to the situations covered by the laws below. These laws generally do not have any employee eligibility requirements, notice requirements, or specific duration and are not administered by Matrix.

## California

<b>Covered Situations</b> <i>Specific activities for which leave is available</i>	Employee is a victim of stalking, domestic violence, sexual assault, crime causing physical injury, mental injury, and a threat of physical injury, or whose immediate family member is deceased as the direct result of a crime. <ul style="list-style-type: none"> <li>• obtain court assistance such as a restraining order to ensure the health or welfare of the employee or the employee's child</li> <li>• obtain medical care or psychological counseling</li> <li>• obtain services from a domestic violence shelter, program, or rape crisis center</li> <li>• participate in safety planning and take actions to increase safety from future domestic violence or sexual assault, including temporary or permanent relocation</li> </ul>
<b>Leave per 12 Months</b>	12 weeks
<b>Employee Eligibility Hours Worked</b>	0
<b>Employee Eligibility Months Worked</b>	0
<b>Covered Relationships</b>	Employee or child of employee
<b>Notice and Documentation Requirements</b>	Reasonable advance notice required, IF FEASIBLE. An employee can provide any of the following for certification purposes: <ul style="list-style-type: none"> <li>• A police report</li> <li>• A court order protecting or separating the employee from the perpetrator</li> <li>• Documentation from a licensed medical professional, domestic</li> <li>• Any other form of documentation.</li> </ul>
<b>Summary of other significant provision(s)</b>	Employer can request recertification of status as DV or sex assault victim 6 months from date of initial cert. Employee can use accrued paid vacation or sick time unless prohibited by a collective bargaining agreement.

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NOTE: In addition to the specific "personal protection" leaves and PFML listed below, several states have laws requiring employers to permit employees to take paid sick leave in such circumstances. Further, virtually all states have laws that provide job protection for victims or witnesses for time spent testifying in court or assisting prosecuting attorneys with respect to many or all crimes, not just crime relating to the situations covered by the laws below. These laws generally do not have any employee eligibility requirements, notice requirements, or specific duration and are not administered by Matrix.

## Colorado

<b>Covered Situations</b> <i>Specific activities for which leave is available</i>	Employee is a victim of domestic abuse, stalking or sexual assault: <ul style="list-style-type: none"> <li>• seek a civil protection order</li> <li>• obtain medical care or mental health counseling for the employee or the employee's children</li> <li>• make his or her home secure; or</li> <li>• seek legal assistance</li> </ul>
<b>Leave per 12 Months</b>	3 days
<b>Employee Eligibility Hours Worked</b>	none
<b>Employee Eligibility Months Worked</b>	Has been employed or 12 months or more
<b>Covered Relationships</b>	Employee or child
<b>Notice and Documentation Requirements</b>	An eligible employee must give the employer advance notice of the need for leave in accordance with the employer's policy. Such notice is not required when the circumstances present imminent danger to the health or safety of the employee.  Employee required to provide documentation to employer supporting need for leave (though what documents is not defined by law).
<b>Summary of other significant provision(s)</b>	Employee required to exhaust paid time off before using leave for a covered reason (employer can elect to waive this requirement)

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## Colorado PFML Employer contributions as of January 1, 2023; benefits payable beginning January 1, 2024

<b>Covered Situations</b> <i>Specific activities for which leave is available</i>	Employee or employee's family member is a victim of domestic violence, sexual assault or abuse or stalking: <ul style="list-style-type: none"> <li>• Seeking a civil protection order;</li> <li>• Obtaining medical care or mental health counseling or both for self or children;</li> <li>• Making home secure from the perpetrator or seeking new housing to escape perpetrator; or</li> <li>• Seeking legal assistance to address issues arising from the act of domestic violence, stalking, or sexual assault or abuse, or attending and preparing for court-related proceedings</li> </ul>
<b>Leave per 12 Months</b>	12 weeks
<b>Employee Eligibility Hours Worked</b>	Covered Employees: Individuals who either: Earned at least \$2,500 in wages at their job or elect coverage as a self-employment
<b>Employee Eligibility Months Worked</b>	N/A
<b>Covered Relationships</b>	Employee and Employee's Family Members defined as: <ul style="list-style-type: none"> <li>• Child (biological, adopted, or foster)</li> <li>• Step-child or child of domestic partner</li> <li>• Legal ward</li> <li>• In loco parentis relations</li> <li>• Spouse</li> <li>• Domestic Partner</li> <li>• Parent (biological adoptive, foster, or step)</li> <li>• Legal guardian of employee or employee's spouse or domestic partner</li> <li>• Grandparent (biological, foster, adoptive, or step)</li> <li>• Grandchild (biological, foster, adoptive, or step)</li> <li>• Sibling (biological, foster, adoptive, or step).</li> <li>• Any individual with whom the employee has a significant personal bond akin to a family relationship</li> </ul>
<b>Notice and Documentation Requirements</b>	Employees must give at least 30 days' notice if foreseeable (statute recognizes leave in this category is not always foreseeable)
<b>Summary of other significant provision(s)</b>	Employers may not require employees to use or exhaust any accrued vacation, sick leave, or other paid time off prior to using this leave. Runs concurrently with leave taken under the FMLA.

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NOTE: In addition to the specific "personal protection" leaves and PFML listed below, several states have laws requiring employers to permit employees to take paid sick leave in such circumstances. Further, virtually all states have laws that provide job protection for victims or witnesses for time spent testifying in court or assisting prosecuting attorneys with respect to many or all crimes, not just crime relating to the situations covered by the laws below. These laws generally do not have any employee eligibility requirements, notice requirements, or specific duration and are not administered by Matrix.

## Connecticut

<b>Covered Situations</b> <i>Specific activities for which leave is available</i>	Employee or family member is a victim of domestic violence: <ul style="list-style-type: none"> <li>• Seeking medical care or psychological or other counseling</li> <li>• Obtaining services from a victim services organization</li> <li>• Relocating</li> <li>• Participating in any related civil or criminal proceeding</li> </ul>
<b>Leave per 12 Months</b>	12 days in a calendar year
<b>Employee Eligibility Hours Worked</b>	0
<b>Employee Eligibility Months Worked</b>	0
<b>Covered Relationships</b>	Employee only
<b>Notice and Documentation Requirements</b>	Employer can require a written statement certifying reason for leave, or other documentation, such as a police report or court record(s). If need for leave is foreseeable, employer can require 7 days advance notice; if not, may require notice "as soon as practicable."
<b>Summary of other significant provision(s)</b>	Runs concurrently with CT Paid Sick leave or CT PFML, if leave taken for same covered reason.

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## Connecticut PFML Employer contributions as of January 1, 2021; benefits payable beginning January 1, 2022

<b>Covered Situations</b> <i>Specific activities for which leave is available</i>	Employee or family member is a victim of domestic violence: <ul style="list-style-type: none"> <li>• Seeking medical care or psychological or other counseling;</li> <li>• Obtaining services from a victim services organization;</li> <li>• Relocating;</li> <li>• Participating in any related civil or criminal proceeding</li> </ul>
<b>Leave per 12 Months</b>	12 days in a calendar year
<b>Employee Eligibility Hours Worked</b>	\$2,325 in wages in the first 4 of the past 5 quarters
<b>Employee Eligibility Months Worked</b>	N/A
<b>Covered Relationships</b>	Employee only
<b>Notice and Documentation Requirements</b>	Employer can require a written statement certifying reason for leave. If need for leave is foreseeable, employer can require 7 days advance notice; if not, may require notice "as soon as practicable."
<b>Summary of other significant provision(s)</b>	If PFML is exhausted, employees may still take up to 12 days of unpaid family violence leave.

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## Florida

<b>Covered Situations</b> <i>Specific activities for which leave is available</i>	Employee or household member is a victim of domestic or sexual violence: <ul style="list-style-type: none"> <li>• Obtain medical care or mental health counseling</li> <li>• Obtain services from a victim services organization</li> <li>• Make the employee's home secure or seek new housing</li> <li>• Seek legal assistance or to attend and prepare for court-related proceedings</li> </ul>
<b>Leave per 12 Months</b>	3 days
<b>Employee Eligibility Hours Worked</b>	0
<b>Employee Eligibility Months Worked</b>	3
<b>Covered Relationships</b>	<ul style="list-style-type: none"> <li>• Employee</li> <li>• Spouse or Former Spouse (Opposite sex or same-sex)</li> <li>• Persons related by blood or marriage</li> <li>• Persons who are presently residing in or in the past have resided together as if a family</li> <li>• Persons who are parents of a child in common.</li> </ul>
<b>Notice and Documentation Requirements</b>	<p>Employer may require advance notice unless not practicable due to imminent danger to the employee or employee's family or household member.</p> <p>Employer may require supporting documentation.</p>
<b>Summary of other significant provision(s)</b>	<p>An employee seeking FL Victims Protection Leave must first exhaust all annual or vacation leave, personal leave, and sick leave unless an employer waives this requirement.</p> <p>FL Victims Protection Leave will run concurrently with FMLA, if the employee's reason for FL Victims Protection Leave qualifies under the FMLA.</p> <p>Employer may require supporting documentation.</p>

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## Hawaii

<b>Covered Situations</b> <i>Specific activities for which leave is available</i>	Employee or employee's minor child is a victim of domestic abuse or sexual violence: <ul style="list-style-type: none"> <li>• Seek medical attention for the employee or the employee's minor child due to physical or psychological injury or disability</li> <li>• Obtain services from a victim services organization</li> <li>• Temporarily or permanently relocate</li> <li>• Participate in legal action</li> <li>• Take other actions to for the health or safety the employee or the employee's minor child or the safety of others associated with the employee.</li> </ul>
<b>Leave per 12 Months</b>	30 days
<b>Employee Eligibility Hours Worked</b>	0
<b>Employee Eligibility Months Worked</b>	6
<b>Covered Relationships</b>	Employee or employee's minor child
<b>Notice and Documentation Requirements</b>	Employee must provide advance notice, unless not practicable to do so due to imminent danger to employee or employee's minor child.  Employer can require documentation; law lists specific acceptable documents (based on reason for and length of leave).
<b>Summary of other significant provision(s)</b>	Employee must exhaust other paid and unpaid benefits before employer will apply HI Victims protection leave.  Employer may require supporting documentation.

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## Illinois

<b>Covered Situations</b> <i>Specific activities for which leave is available</i>	Employee or family member is a victim of domestic, sexual or a crime of violence: <ul style="list-style-type: none"> <li>Seek medical attention for, or recover from, physical or psychological injury caused by domestic or sexual violence (includes sexual assault) or any crime of violence**</li> <li>Obtain services from a victim services organization;</li> <li>Obtain psychological or other counseling;</li> </ul>	<ul style="list-style-type: none"> <li>Relocate or participate in activities for the victim's safety or economic security;</li> <li>Seek legal assistance or participate in any civil or criminal proceeding related to or resulting from the domestic, sexual or a crime of violence</li> </ul> <p>** Crime of violence added to coverage effective 1/1/2022 and includes homicide, sex offenses, bodily harm, harassment and obscene communication, terrorism and armed violence</p>
<b>Leave per 12 Months</b>	12 weeks	
<b>Employee Eligibility Hours Worked</b>	0	
<b>Employee Eligibility Months Worked</b>	0	
<b>Covered Relationships</b>	<ul style="list-style-type: none"> <li>Employee</li> <li>Spouse (same sex, opposite sex or civil union partners)</li> <li>Parent</li> <li>Grandparent</li> <li>Sibling</li> </ul>	<ul style="list-style-type: none"> <li>Person related by blood or marriage</li> <li>Person related by present or prior civil union</li> <li>Person who shares a relationship through a son or daughter</li> <li>Persons residing in the same household</li> <li>Other individual whose close association with the employee is the equivalent of a family relationship, as determined by the employee</li> </ul>
<b>Notice and Documentation Requirements</b>	<p>Employee must provide at least 48 hours' advance notice of need for leave, if practicable to do so and employer cannot take adverse action due to unscheduled absence, if employee provides certification. Employees, to satisfy the certification requirement, may provide a sworn statement to the employer and also choose to provide one of the following documents:</p> <p>Documentation from an employee, agent, or volunteer of a victim services organization, an attorney, a member of the clergy, or a medical or other professional from whom the employee or the employee's family or household member has sought assistance in addressing domestic, sexual, or gender violence or any other crime of violence and the effects of the violence; or Police or court record; or Other corroborating evidence</p> <p>* An employee shall choose which document to submit. The employee is not required to provide more than one document during the same 12-month period leave is requested or taken if the reason for leave is related to the same incident or incidents of violence or the same perpetrator or perpetrators of the violence.</p>	
<b>Summary of other significant provision(s)</b>	Employee can elect, but employer cannot require, employee to take paid leave benefits in connection with VESSA leave.	
	Employer may require supporting documentation.	

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This table lists U.S. jurisdictions that have specific laws requiring employers to provide a leave of absence for an employee who him/herself or a family member has been a victim of domestic violence, sexual assault, stalking, and/or other similar incidents.

NOTE: In addition to the specific "personal protection" leaves and PFML listed below, several states have laws requiring employers to permit employees to take paid sick leave in such circumstances. Further, virtually all states have laws that provide job protection for victims or witnesses for time spent testifying in court or assisting prosecuting attorneys with respect to many or all crimes, not just crime relating to the situations covered by the laws below. These laws generally do not have any employee eligibility requirements, notice requirements, or specific duration and are not administered by Matrix.

## Kansas

<b>Covered Situations</b> <i>Specific activities for which leave is available</i>	Employee is a victim of domestic violence or sexual assault: <ul style="list-style-type: none"> <li>• Obtain restraining order or other injunctive relief to help ensure the health, safety or welfare of the victim or the victim's child or children;</li> <li>• Seek medical attention for injuries caused by domestic or sexual violence;</li> <li>• Obtain services from a domestic violence shelter, domestic violence, program or rape crisis center; or</li> <li>• Attend court appearances after the domestic violence or sexual assault.</li> </ul>
<b>Leave per 12 Months</b>	8 days
<b>Employee Eligibility Hours Worked</b>	0
<b>Employee Eligibility Months Worked</b>	3
<b>Covered Relationships</b>	<ul style="list-style-type: none"> <li>• Employee</li> <li>• Employee's child</li> </ul>
<b>Notice and Documentation Requirements</b>	Employee must give reasonable advance notice unless not feasible to do so. Employee required to provide documentation within 48 hours of return (type dependent on reason leave taken).
<b>Summary of other significant provision(s)</b>	Employee may use paid time off. Employer may require supporting documentation.

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## Maine

<b>Covered Situations</b> <i>Specific activities for which leave is available</i>	Employee or family member is a victim of violence, assault, or sexual assault: <ul style="list-style-type: none"> <li>• Prepare for and attend court proceedings;</li> <li>• Receive medical treatment or to attend to medical treatment for a victim who is the employee's daughter, son, parent, or spouse; or</li> <li>• Obtain necessary services to remedy a crisis caused by domestic violence, sexual assault, or stalking.</li> </ul>
<b>Leave per 12 Months</b>	Not specified – programmed as 365 days
<b>Employee Eligibility Hours Worked</b>	0
<b>Employee Eligibility Months Worked</b>	0
<b>Covered Relationships</b>	<ul style="list-style-type: none"> <li>• Employee</li> <li>• Child</li> <li>• Parent</li> <li>• Spouse (including same-sex)</li> </ul>
<b>Notice and Documentation Requirements</b>	Employee required to provide employer reasonable notice as soon as possible under the circumstances. Does not require specific documentation, merely information sufficient for employer to make a reasoned decision on the request for leave.
<b>Summary of other significant provision(s)</b>	Employee may, at his or her option, use any accrued and earned paid time off.
	Employer may require supporting documentation.

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## Massachusetts

<b>Covered Situations</b> <i>Specific activities for which leave is available</i>	Employee or family member is a victim of stalking, domestic violence or sexual assault: <ul style="list-style-type: none"> <li>• Seek or obtain medical attention, counseling, victim services, or legal assistance</li> <li>• Secure housing</li> <li>• Obtain a protective order from a court</li> <li>• Appear in court or before a grand jury</li> <li>• Meet with a district attorney or other law enforcement official</li> <li>• Attend child custody proceedings</li> <li>• Address other issues directly related to the abusive behavior against the employee or family member of the employee</li> </ul>
<b>Leave per 12 Months</b>	15 days
<b>Employee Eligibility Hours Worked</b>	0
<b>Employee Eligibility Months Worked</b>	0
<b>Covered Relationships</b>	<ul style="list-style-type: none"> <li>• Employee</li> <li>• Child/Stepchild</li> <li>• Parent/Stepparent</li> <li>• Spouse (persons married to each other)</li> <li>• Persons in a substantive dating or engagement relationship who reside together</li> <li>• Persons having a child in common</li> <li>• Sibling</li> <li>• Grandparent</li> <li>• Grandchild</li> <li>• Persons in a guardianship relationship</li> </ul>
<b>Notice and Documentation Requirements</b>	<p>Employer can require certain documentation and employee must provide it within a reasonable time after employer's request.</p> <p>Employee must provide advance notice, unless impracticable to do so because of imminent danger, in which case employee must provide notice within 3 work days of taking leave. There are a number of third parties who can communicate that notice on the employee's behalf.</p>
<b>Summary of other significant provision(s)</b>	<p>Employee must first exhaust all sick, vacation or personal leave available before requesting or taking leave (employer can waive this requirement).</p> <p>Employer may require supporting documentation.</p>

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## Missouri

<b>Covered Situations</b> <i>Specific activities for which leave is available</i>	Employee, family or household member is a victim of domestic violence: <ul style="list-style-type: none"> <li>• Seeking medical attention for, or recovering from, physical or psychological injuries;</li> <li>• Obtaining victim services from a victim services organization;</li> <li>• Obtaining psychological or other counseling;</li> <li>• Participating in safety planning, temporarily or permanently relocating, or taking other actions to increase the safety;</li> <li>• Seeking legal assistance or remedies</li> </ul>
<b>Leave per 12 Months</b>	Employers with 20-49 employees: 1 week Employers with 50 or more employees: 2 weeks
<b>Employee Eligibility Hours Worked</b>	0
<b>Employee Eligibility Months Worked</b>	0
<b>Covered Relationships</b>	<ul style="list-style-type: none"> <li>• Employee</li> <li>• Spouse</li> <li>• Parent</li> <li>• Son or daughter</li> <li>• Other person related by blood or by present or prior marriage</li> <li>• Other person who shares a relationship through a son or daughter, and</li> <li>• Persons jointly residing in the same household</li> </ul>
<b>Notice and Documentation Requirements</b>	Employee must give reasonable advance notice unless not feasible to do so. Employee required to provide documentation within 48 hours of return (type dependent on reason leave taken).
<b>Summary of other significant provision(s)</b>	Statute does not specify whether an employee can or must use accrued paid time off during leave.  Employer may require supporting documentation.

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# State leave laws relating to domestic violence, sexual assault and stalking

This table lists U.S. jurisdictions that have specific laws requiring employers to provide a leave of absence for an employee who him/herself or a family member has been a victim of domestic violence, sexual assault, stalking, and/or other similar incidents.

NOTE: In addition to the specific "personal protection" leaves and PFML listed below, several states have laws requiring employers to permit employees to take paid sick leave in such circumstances. Further, virtually all states have laws that provide job protection for victims or witnesses for time spent testifying in court or assisting prosecuting attorneys with respect to many or all crimes, not just crime relating to the situations covered by the laws below. These laws generally do not have any employee eligibility requirements, notice requirements, or specific duration and are not administered by Matrix.

## Nevada

<b>Covered Situations</b> <i>Specific activities for which leave is available</i>	Employee or family or household member who is a victim of domestic violence: <ul style="list-style-type: none"> <li>• For the diagnosis, care or treatment of a health condition related to an act which constitutes domestic violence;</li> <li>• To obtain counseling or assistance related to an act which constitutes domestic violence;</li> <li>• To participate in any court proceedings related to an act which constitutes domestic violence; or</li> <li>• To establish a safety plan.</li> </ul>
<b>Leave per 12 Months</b>	160 hours (equivalent of 20 8-hour days)
<b>Employee Eligibility Hours Worked</b>	0
<b>Employee Eligibility Months Worked</b>	90 days
<b>Covered Relationships</b>	<ul style="list-style-type: none"> <li>• Employee</li> <li>• Family or household member (means a: (1) Spouse; (2) Domestic partner; (3) Minor child; (4) Parent; (5) other adult person who is related within the first degree of consanguinity or affinity to the employee; or (6) other adult person who is or was residing with the employee at the time of the act which constitutes domestic violence).</li> </ul>
<b>Notice and Documentation Requirements</b>	Requires 48 hours' Advance notice  Employer may require certain documentation supporting the need for leave, such as a police report or copy of application for an order of protection.
<b>Summary of other significant provision(s)</b>	Employers required to provide reasonable accommodation(s) employees who are victims of domestic violence or whose family or household member is a victim of domestic violence. Accommodations may include transfer or reassignment; a modified schedule; a new telephone number for work; or any other reasonable accommodations which will not create an undue hardship deemed necessary to ensure the safety of the employee, the workplace, the employer or other employees.  Employer may require supporting documentation.

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# State leave laws relating to domestic violence, sexual assault and stalking

This table lists U.S. jurisdictions that have specific laws requiring employers to provide a leave of absence for an employee who him/herself or a family member has been a victim of domestic violence, sexual assault, stalking, and/or other similar incidents.

NOTE: In addition to the specific "personal protection" leaves and PFML listed below, several states have laws requiring employers to permit employees to take paid sick leave in such circumstances. Further, virtually all states have laws that provide job protection for victims or witnesses for time spent testifying in court or assisting prosecuting attorneys with respect to many or all crimes, not just crime relating to the situations covered by the laws below. These laws generally do not have any employee eligibility requirements, notice requirements, or specific duration and are not administered by Matrix.

## New Jersey

<b>Covered Situations</b> <i>Specific activities for which leave is available</i>	Employee or family member is a victim of domestic violence or sexual assault: <ul style="list-style-type: none"> <li>• Seek medical attention for, or recover from, physical or psychological injuries;</li> <li>• Obtain services from a victim services organization;</li> <li>• Obtain psychological or other counseling;</li> <li>• Participate in safety planning, relocate, or take other safety measures;</li> <li>• Seek legal assistance or remedies to ensure the employee's or the employee's family member's health and safety, including preparing for, or participating in, any civil or criminal legal proceeding; or</li> <li>• Attend, participate in, or prepare for a criminal or civil court proceeding</li> </ul>
<b>Leave per 12 Months</b>	20 days
<b>Employee Eligibility Hours Worked</b>	1000 hours worked
<b>Employee Eligibility Months Worked</b>	12 months
<b>Covered Relationships</b>	<ul style="list-style-type: none"> <li>• Employee</li> <li>• Family member means: <ul style="list-style-type: none"> <li>• Child (no age limit)</li> <li>• Parent</li> <li>• Spouse</li> <li>• Domestic partner</li> <li>• Civil union partner</li> </ul> </li> <li>• Parent-in-law</li> <li>• Sibling</li> <li>• Grandparent</li> <li>• Grandchild</li> <li>• Any other individual related to the employee by blood</li> <li>• Any other individual with a close association with the employee equivalent to a family relationship</li> </ul>
<b>Notice and Documentation Requirements</b>	Employee required to provide, written notice as far in advance as reasonable and practicable under the circumstances unless emergency or unforeseen circumstances preclude prior notice. Employer may require documentation related to the reason for the leave from a court, prosecutor, medical provider, counselor, clergy, or other certified individual who assisted the employee or family member
<b>Summary of other significant provision(s)</b>	Employee may elect, or employer may require employee to use any accrued paid time off or any NJ Family Leave Insurance benefits during any part of the 20-day period. Employer may require supporting documentation.

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# State leave laws relating to domestic violence, sexual assault and stalking

This table lists U.S. jurisdictions that have specific laws requiring employers to provide a leave of absence for an employee who him/herself or a family member has been a victim of domestic violence, sexual assault, stalking, and/or other similar incidents.

NOTE: In addition to the specific "personal protection" leaves and PFML listed below, several states have laws requiring employers to permit employees to take paid sick leave in such circumstances. Further, virtually all states have laws that provide job protection for victims or witnesses for time spent testifying in court or assisting prosecuting attorneys with respect to many or all crimes, not just crime relating to the situations covered by the laws below. These laws generally do not have any employee eligibility requirements, notice requirements, or specific duration and are not administered by Matrix.

## New Mexico

<b>Covered Situations</b> <i>Specific activities for which leave is available</i>	Employee or child is a victim of domestic abuse: <ul style="list-style-type: none"> <li>• To seek judicial relief from domestic abuse;</li> <li>• To meet with law enforcement officials;</li> <li>• To consult with an attorney or victim advocates; or</li> <li>• To attend court proceedings related to the domestic abuse.</li> </ul>
<b>Leave per 12 Months</b>	14 days
<b>Employee Eligibility Hours Worked</b>	0
<b>Employee Eligibility Months Worked</b>	0
<b>Covered Relationships</b>	<ul style="list-style-type: none"> <li>• Employee</li> <li>• Child (biological, legal ward)</li> </ul>
<b>Notice and Documentation Requirements</b>	Employee required to give employer 24 hours' notice after need for leave if emergent. Employer can require documentation to verify leave.
<b>Summary of other significant provision(s)</b>	Employee can use paid time off, consistent with employer's policy. Employer may require supporting documentation.

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# State leave laws relating to domestic violence, sexual assault and stalking

This table lists U.S. jurisdictions that have specific laws requiring employers to provide a leave of absence for an employee who him/herself or a family member has been a victim of domestic violence, sexual assault, stalking, and/or other similar incidents.

NOTE: In addition to the specific "personal protection" leaves and PFML listed below, several states have laws requiring employers to permit employees to take paid sick leave in such circumstances. Further, virtually all states have laws that provide job protection for victims or witnesses for time spent testifying in court or assisting prosecuting attorneys with respect to many or all crimes, not just crime relating to the situations covered by the laws below. These laws generally do not have any employee eligibility requirements, notice requirements, or specific duration and are not administered by Matrix.

## New York

<b>Covered Situations</b> <i>Specific activities for which leave is available</i>	Employee or employee's child is a victim of domestic violence (and the employee is not the perpetrator): <ul style="list-style-type: none"> <li>to seek medical attention for injuries that are the result of domestic violence</li> <li>to obtain services from a domestic violence shelter or program, rape crisis center;</li> <li>to obtain psychological counseling related to domestic violence incident(s);</li> <li>to participate in safety planning, including relocation on a temp. or permanent basis; or</li> <li>to obtain legal services, assist in prosecution of the offense or appear in court.</li> </ul>
<b>Leave per 12 Months</b>	Not specified —"reasonable leave"
<b>Employee Eligibility Hours Worked</b>	0
<b>Employee Eligibility Months Worked</b>	0
<b>Covered Relationships</b>	<ul style="list-style-type: none"> <li>Employee</li> <li>Child</li> </ul>
<b>Notice and Documentation Requirements</b>	<p>Employer entitled to reasonable advance notice, unless not feasible under the circumstances</p> <p>Employer can require documentation ONLY if reasonable advance notice was not feasible</p>
<b>Summary of other significant provision(s)</b>	<p>Leave reasons are defined as "reasonable accommodation(s)" and employer can be excused from duty to provide one if doing so poses an "undue hardship."</p> <p>Employer can require employee to use paid time off, if policy so provides and not otherwise prevented from doing so by a collective bargaining agreement. Employer require to maintain health insurance coverage during absence(s).</p> <p>Employer may require supporting documentation.</p>

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# State leave laws relating to domestic violence, sexual assault and stalking

This table lists U.S. jurisdictions that have specific laws requiring employers to provide a leave of absence for an employee who him/herself or a family member has been a victim of domestic violence, sexual assault, stalking, and/or other similar incidents.

NOTE: In addition to the specific "personal protection" leaves and PFML listed below, several states have laws requiring employers to permit employees to take paid sick leave in such circumstances. Further, virtually all states have laws that provide job protection for victims or witnesses for time spent testifying in court or assisting prosecuting attorneys with respect to many or all crimes, not just crime relating to the situations covered by the laws below. These laws generally do not have any employee eligibility requirements, notice requirements, or specific duration and are not administered by Matrix.

## North Carolina

<b>Covered Situations</b> <i>Specific activities for which leave is available</i>	Employee or employee's minor child is a victim of domestic violence: <ul style="list-style-type: none"> <li>• Seek relief from domestic violence</li> </ul>
<b>Leave per 12 Months</b>	Not specified – programmed as 365 days
<b>Employee Eligibility Hours Worked</b>	0
<b>Employee Eligibility Months Worked</b>	0
<b>Covered Relationships</b>	<ul style="list-style-type: none"> <li>• Employee only</li> </ul>
<b>Notice and Documentation Requirements</b>	Employee to follow employer's notice requirements, unless an emergency prevents the employee from doing so. Employer can require documentation to support need for leave or delay in complying with its usual policies for reporting.
<b>Summary of other significant provision(s)</b>	Unpaid leave; does not specify whether employer must allow paid time benefits to be used.
	Employer may require supporting documentation.

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# State leave laws relating to domestic violence, sexual assault and stalking

This table lists U.S. jurisdictions that have specific laws requiring employers to provide a leave of absence for an employee who him/herself or a family member has been a victim of domestic violence, sexual assault, stalking, and/or other similar incidents.

NOTE: In addition to the specific "personal protection" leaves and PFML listed below, several states have laws requiring employers to permit employees to take paid sick leave in such circumstances. Further, virtually all states have laws that provide job protection for victims or witnesses for time spent testifying in court or assisting prosecuting attorneys with respect to many or all crimes, not just crime relating to the situations covered by the laws below. These laws generally do not have any employee eligibility requirements, notice requirements, or specific duration and are not administered by Matrix.

## Oregon

<b>Covered Situations</b> <i>Specific activities for which leave is available</i>	Employee or employee's child is a victim of domestic violence, sexual assault, or stalking: <ul style="list-style-type: none"> <li>• Seek legal or law enforcement assistance for self or minor child</li> <li>• To seek medical assistance or recover from injuries for self or minor child</li> </ul>	<ul style="list-style-type: none"> <li>• To obtain counseling for self or minor child</li> <li>• To obtain victim services for self or minor child</li> <li>• Employee to secure home or relocate for safety</li> </ul>
<b>Leave per 12 Months</b>	Not specified — programmed as 365 days	
<b>Employee Eligibility Hours Worked</b>	0	
<b>Employee Eligibility Months Worked</b>	0	
<b>Covered Relationships</b>	<ul style="list-style-type: none"> <li>• Employee</li> <li>• Child (biological, foster, adoptive, step, of domestic partner, of in loco parentis relationship)</li> <li>• Dependent adult child who is substantially limited by a mental or physical impairment or any adult over whom the employee has guardianship</li> </ul>	
<b>Notice and Documentation Requirements</b>	<p>Employee should give advance notice, if reasonably practicable to do so, in accordance with employer's customary policies.</p> <p>Employee required to request additional time if needs extension prior to expiration of approved leave; though employer under some circumstances must inquire.</p> <p>Employer may require certain documentation to support leave request.</p>	
<b>Summary of other significant provision(s)</b>	<p>Employer may not refuse to provide a "reasonable safety accommodation" (defined term) requested by employee unless undue hardship.</p> <p>Employer may allow use of paid leave benefits during leave.</p> <p>Employees who miss work because of this leave cannot have the time counted against attendance bonus policies.</p> <p>Employer may require supporting documentation.</p>	

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# State leave laws relating to domestic violence, sexual assault and stalking

This table lists U.S. jurisdictions that have specific laws requiring employers to provide a leave of absence for an employee who him/herself or a family member has been a victim of domestic violence, sexual assault, stalking, and/or other similar incidents.

NOTE: In addition to the specific "personal protection" leaves and PFML listed below, several states have laws requiring employers to permit employees to take paid sick leave in such circumstances. Further, virtually all states have laws that provide job protection for victims or witnesses for time spent testifying in court or assisting prosecuting attorneys with respect to many or all crimes, not just crime relating to the situations covered by the laws below. These laws generally do not have any employee eligibility requirements, notice requirements, or specific duration and are not administered by Matrix.

## Oregon PFML Contributions collected as of January 1, 2023; Benefits payable as of September 3, 2023

<b>Covered Situations</b> <i>Specific activities for which leave is available</i>	Employee or employee's child is a victim of domestic violence, sexual assault, or stalking: <ul style="list-style-type: none"> <li>• Seek legal or law enforcement assistance for self or minor child;</li> <li>• Seek medical assistance or recover from injuries;</li> </ul>	<ul style="list-style-type: none"> <li>• Obtain counseling;</li> <li>• Obtain victim services;</li> <li>• Secure home or relocate</li> </ul>
<b>Leave per 12 Months</b>	12 weeks Maximum of 16-18 weeks (depending on leave reason) of paid and unpaid time if using unpaid leave under Oregon's Family Leave Act	
<b>Employee Eligibility Hours Worked</b>	None Applies to Employees who have: Earned at least \$1,000 in wages during the base year or an alternative base year; or Paid into the Paid Family and Medical Leave Insurance Fund using wage deductions	
<b>Employee Eligibility Months Worked</b>	None Applies to Employees who have: Earned at least \$1,000 in wages during the base year or an alternative base year; or Paid into the Paid Family and Medical Leave Insurance Fund using wage deductions	
<b>Covered Relationships</b>	<ul style="list-style-type: none"> <li>• Employee</li> <li>• Child</li> </ul>	
<b>Notice and Documentation Requirements</b>	30 days unless not foreseeable	
<b>Summary of other significant provision(s)</b>	Employers cannot require employees to use vacation or other paid time off to substitute for paid leave. Employee is entitled to be restored to prior position. Employer may require supporting documentation.	

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This table lists U.S. jurisdictions that have specific laws requiring employers to provide a leave of absence for an employee who him/herself or a family member has been a victim of domestic violence, sexual assault, stalking, and/or other similar incidents.

NOTE: In addition to the specific "personal protection" leaves and PFML listed below, several states have laws requiring employers to permit employees to take paid sick leave in such circumstances. Further, virtually all states have laws that provide job protection for victims or witnesses for time spent testifying in court or assisting prosecuting attorneys with respect to many or all crimes, not just crime relating to the situations covered by the laws below. These laws generally do not have any employee eligibility requirements, notice requirements, or specific duration and are not administered by Matrix.

## Puerto Rico

<b>Covered Situations</b> <i>Specific activities for which leave is available</i>	Employee or employee's family member is a victim of domestic or gender-based violence, child abuse, sexual harassment in employment, sexual assault, lewd acts or felony stalking: <ul style="list-style-type: none"> <li>• Seek advice and obtain a restraining order or court order;</li> <li>• Seek and obtain legal assistance; and</li> <li>• Seek and obtain safe housing or space in a shelter</li> </ul>
<b>Leave per 12 Months</b>	15 days in a calendar year. May be taken on a "fractioned" or intermittent basis
<b>Employee Eligibility Hours Worked</b>	0
<b>Employee Eligibility Months Worked</b>	0
<b>Covered Relationships</b>	<ul style="list-style-type: none"> <li>• Employee</li> <li>• Child</li> <li>• Spouse</li> <li>• Partners united by an affective relationship</li> <li>• Parents</li> <li>• Minors</li> <li>• Persons of advanced age, or with disabilities over which the employee has custody or guardianship</li> </ul>
<b>Notice and Documentation Requirements</b>	<p>At least 2 business days' notice, unless the circumstances do not permit earlier notification.</p> <p>Notice may be given by fax, in person, email, in writing or any other reliable method of communication.</p> <p>Notice may be provided by the employee, family, therapist, certified counselor, religious leader, shelter director, attorney or any other qualified professional who has assisted the employee or family member as a result of the abuse.</p> <p>Employer may request documentation detailing the time spent by the employee addressing the reason for which Special Leave was taken and employee is required to provide it within a "reasonable period," but not later than 2 business days after the employee's last absence.</p>
<b>Summary of other significant provision(s)</b>	<p>Victim need not file a police report.</p> <p>Employees may request reasonable accommodation or flexible work conditions to address an abuse situation. Such request must be in writing.</p> <p>"Reasonable accommodations" may include: change of work location, modification of tasks assigned to the employee, change in work schedule, or others that allow the employee to obtain the necessary assistance to address the situation. Employer may only deny accommodation if it "unreasonable," and only after evaluating all possible accommodation for the employee.</p> <p>Employer may require supporting documentation.</p>

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This table lists U.S. jurisdictions that have specific laws requiring employers to provide a leave of absence for an employee who him/herself or a family member has been a victim of domestic violence, sexual assault, stalking, and/or other similar incidents.

NOTE: In addition to the specific "personal protection" leaves and PFML listed below, several states have laws requiring employers to permit employees to take paid sick leave in such circumstances. Further, virtually all states have laws that provide job protection for victims or witnesses for time spent testifying in court or assisting prosecuting attorneys with respect to many or all crimes, not just crime relating to the situations covered by the laws below. These laws generally do not have any employee eligibility requirements, notice requirements, or specific duration and are not administered by Matrix.

## Washington

<b>Covered Situations</b> <i>Specific activities for which leave is available</i>	Employee or employee's family member who is a victim of domestic violence, sexual assault or stalking: <ul style="list-style-type: none"> <li>• Participate in any civil or criminal legal proceedings related to the violence;</li> <li>• Seek treatment by a healthcare provider</li> <li>• Obtain services from a victim service provider</li> <li>• Obtain mental health counseling</li> <li>• Participate in safety planning, including relocation or other actions</li> </ul>
<b>Leave per 12 Months</b>	"Reasonable leave"
<b>Employee Eligibility Hours Worked</b>	0
<b>Employee Eligibility Months Worked</b>	0
<b>Covered Relationships</b>	<ul style="list-style-type: none"> <li>• Employee</li> <li>• Child (biological, foster, adopted, stepchild, legal ward, or a child of person standing in loco parentis who is under 18 or over 18 and incapable of self-care because of mental or physical disability)</li> <li>• Parent</li> <li>• Parent-in-law</li> <li>• Grandparent</li> <li>• Spouse</li> <li>• Person with whom employee has a dating relationship</li> </ul>
<b>Notice and Documentation Requirements</b>	<p>Employee or his/her designee must give advance notice in accordance with employer policies, but if not practicable must do so by the end of the 1st day on which leave is taken.</p> <p>Employee may be required to provide verification of the reason for leave, including police report, documentation from victim witness services or other advocate, order of protection or statement by the employee that she or her family member are victim of dv, etc. and need to take leave for a covered reason.</p>
<b>Summary of other significant provision(s)</b>	<p>Employee may not be subject to any loss of pay or benefits as a result of leave taken for any reason.</p> <p>Employee has restoration rights upon return from leave.</p> <p>Employer required to post notice of employee leave rights.</p> <p>Employer may require supporting documentation.</p>

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