



**SLOAN WORK AND FAMILY  
RESEARCH NETWORK**  
BOSTON COLLEGE

**2005–2007 Legislative Summary Sheet**  
**Survey of State Bills on:**  
**Domestic Violence and the Workplace**

This legislative summary sheet was developed to give an overview of the policy and legislation related to domestic violence and the workplace. Bills can be reviewed individually, but often it is useful to view them in “themes” or “clusters” to:

- ▶ Highlight legislative activity in one particular state
- ▶ Make it easier to compare legislation between states
- ▶ Illustrate varying legislation language and content

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**Creation of domestic violence awareness and employee assistance policies:**

**California**

- ▶ CA ACR 106

Establishes the White Ribbon Campaign, which urges men to show their support for ending violence against women. The Campaign involves raising awareness about the issue of domestic violence through educational workshops in schools, the workplace, and communities.

**Missouri**

- ▶ MO HB 428
- ▶ MO HB 429

Creates a tax credit for employers who provide employees with workplace violence safety and education training programs.

**New York**

- ▶ NY AB 2596
- ▶ NY AB 4197

Calls for the establishment of domestic violence awareness and employee assistance policies at the workplace.

## Pennsylvania

- PA SB 429
- PA SB 449

Provides for the creation of domestic violence awareness and employee assistance policies.



## Providing unemployment benefits to victims:

## Indiana

- IN HB 1200

Prohibits employers from depriving an employee who left work as a result of domestic violence of their unemployment benefits.

## Iowa

- IA HB 334

Prevents employers from depriving an employee who left work as a result of domestic violence of their unemployment benefits.

## Kansas

- KS HB 2157
- KS HB 2614
- KS HB 2379

Forbids employers from depriving an employee who left work as a result of domestic violence of their unemployment benefits.

## Louisiana

- LA HB 610
- LA HB 859

Prohibits employers from disqualifying employees from receiving unemployment benefits if they left work as a result of domestic violence.

## Michigan

- MI HB 5564

Bans employers from disqualifying employees of benefits if they left work as a result of domestic violence.

## Mississippi

- MS HB 461
- MS HB 31
- MS HB 271

Establishes The Unemployment Insurance for Domestic Violence Survivors Act, which forbids employers from depriving employees of benefits if they left work due to domestic violence.

## New Jersey

- NJ AB 4020
- NJ AB 1536
- NJ AB 1837
- NJ SB 62
- NJ SB 1126

Prevents employers from denying benefits to employees who left work because of domestic violence.

## North Dakota

- ND HB 1302

Prohibits employers from denying benefits to employees who left work as a result of their experience with domestic violence.

## Oregon

- OR HB 3385
- OR SB 195

Forbids employers from disqualifying an employee from receiving benefits if they left work as a result of their experience with domestic violence.

## Tennessee

- TN SB 1424
- TN HB 141
- TN HB 49
- TN SB 947

Prevents employers from disqualifying employees from receiving benefits if unemployment was a result of their experience with domestic violence.

## Texas

- TX HB 985

Addresses the eligibility of victims of domestic violence for unemployment benefits.

## Vermont

- VT SB 41

Establishes The Domestic and Sexual Violence Survivors' Transitional Employment Program, which requires employers to provide partial wage replacements to employees who left work as a result of their experience with domestic violence.

## West Virginia

- WV HB 2809

Prevents employers from depriving employees of benefits if they left work as a result of domestic violence.



## Paid and unpaid leave for victims:

### Florida

- FL HB 1505
- FL SB 498
- FL HB 511

Establishes a mandate for all employers to provide employees with up to three days of leave in any twelve-month period to obtain services or treatment relating to domestic violence.

### Kansas

- KS HB 2928

Maintains that employees who experience domestic violence will be provided with up to eight days of leave to take care of issues relating to the abuse.

### Massachusetts

- MA SB 1091
- MA SB 2338
- MA SB 2684
- MA SB 1057

Allows employees who have experienced domestic violence to take up to fifteen days of leave in any twelve-month period, with or without pay.

### Mississippi

- MS HB 953
- MS HB 1426

Requires that employers provide employees who have experienced domestic violence with leave from work.

### New Jersey

- NJ AB 434
- NJ SB 1194
- NJ AB 3837
- NJ SB 2364

Creates the New Jersey Security and Financial Empowerment Act, which provides 20 days of leave during any twelve-month period to employees who are victims of domestic violence.

### Oklahoma

- OK HB 1699
- OK SB 935
- OK HB 1226
- OK HB 2576
- OK SB 459

Requires that employers provide employees with unpaid leave from work to address medical, legal, and/or psychological issues that result from domestic violence.

## Oregon

- OR SB 936

Directs employers to provide employees who have experienced domestic violence with leave from work.

## Pennsylvania

- PA HB 24

- PA SB 424

- PA SB 441

Directs employers to provide employees who have experienced domestic violence with up to 30 days of leave from work in any twelve-month period.

## Oregon

- OR SB 936

Directs employers to provide employees who have experienced domestic violence with leave from work.

## Washington

- WA SB 5900

Allows employees who have experienced domestic violence to take leave from work to address medical, legal, and/or psychological issues related to abuse.



### **Paid sick leave options:**

## Connecticut

- CT SB 601

Allows employees to use paid sick leave to address issues that result from their experience with domestic violence.

## Florida

- FL HB 763

- FL SB 2192

Requires employers to provide employees with paid sick days to address issues that result from experiencing domestic violence.

## Maryland

- MD HB 832

- MD SB 828

Provides employees who experience domestic violence with the opportunity to use paid sick days to deal with issues related to the abuse.

## Massachusetts

- MA HB 1803
- MA SB 1073

Allows employees who have experienced domestic violence to use paid sick days to address legal, medical, and/or psychological issues that result from abuse.

## Minnesota

- MN HB 1334
- MN SB 1324

Requires employers to provide employees with paid sick days to address problems that result from their experience with domestic violence.

## North Carolina

- NC HB 1711
- NC SB 1092

Allows employees who have experienced domestic violence to use paid sick days to address legal, medical, and/or psychological issues related to the violence.



### Establishment of studies on domestic violence and the workplace:

## Louisiana

- LA HCR 170
- LA HCR 30

Directs the House and Senate Committee on Labor and Industrial Relations to join together to study domestic violence and its effect at the workplace.

## Tennessee

- TN HB 2128
- TN SB 1534

Calls for the Tennessee Economic Council on Women to review and propose strategies to bring employers into partnerships with their employees to address domestic violence at the workplace.

## Virginia

- VA HJR 78

Directs the Virginia State Crime Commission to study the impact of domestic violence on the workplace.



## Prevention of discrimination:

### California

▀ CA SB 1745

Amends the California Fair Housing and Employment Act to specify that victims of domestic and sexual violence cannot be discriminated against at the workplace or when seeking housing accommodations.

### Maine

▀ ME SB 628

Prevents an employer from firing an employee based on their status as a victim of domestic violence.

### New York

▀ NY SB 2271

▀ NY AB 4611

▀ NY AB 1222

▀ NY SB 3052

Prohibits an employer from discriminating against a current or potential employee based on their status as a victim of domestic violence.

### Pennsylvania

▀ PA SB 424

Prohibits an employer from discriminating against an employee for taking time off work to address issues that resulted from their experience with domestic violence.

For more information, the Network has a topic page online for Domestic Violence and the Workplace. Please visit <http://wfnetwork.bc.edu/topic.php?id=30&area=academics> for this information.