

## **NOTICE**

### **DOMESTIC VIOLENCE, HARASSMENT, SEXUAL ASSAULT OR STALKING PROTECTIONS**

#### **STATE AGENCIES ARE REQUIRED TO PROVIDE REASONABLE SAFETY ACCOMMODATIONS AND 160 HOURS OF PAID LEAVE FOR VICTIMS OF DOMESTIC VIOLENCE, HARASSMENT, SEXUAL ASSAULT, OR STALKING (DVHSAS).**

##### **Who is eligible for protections under the law?**

Any employee who is a victim of DVHSAS, or is the parent or guardian of a minor child or dependent who is a victim of DVHSAS, regardless of how long or how many hours he or she has worked for the employer.

##### **What qualifies as a Reasonable Safety Accommodation?**

"Reasonable safety accommodation" may include, but is not limited to, a transfer, a reassignment, modified schedule, leave from employment, changed work telephone number, changed work station, installed lock, implemented safety procedure or any other adjustment to a job structure, workplace facility or work requirement in response to actual or threatened domestic violence, harassment, sexual assault or stalking.

##### **Paid Leave:**

Effective January 1, 2014, state agencies are required to grant up to 160 hours of paid leave in each calendar year to an eligible employee for the purposes specified below. The paid leave is in addition to any vacation, sick, personal business or other form of paid or unpaid leave available to the eligible employee. An employee must exhaust all other forms of paid leave before the employee may use the paid leave established by the law.

##### **When may an employee take leave?**

Employees may take leave for the following purposes:

- To seek legal or law enforcement assistance to ensure the health and safety of the employee or the employee's minor child or dependent, including preparing for and participating in protective order proceedings or other civil or criminal legal proceedings related to DVHSAS.
- To seek medical treatment for or to recover from injuries caused by DVHSAS to the eligible employee or the employee's minor child or dependent.
- To obtain or to assist a minor child or dependent in obtaining counseling from a licensed mental health professional related to an experience of DVHSAS.
- To obtain services from a victim services provider for the eligible employee or the employee's minor child or dependent.
- To relocate or take steps to secure an existing home to ensure the health and safety of the eligible employee or the employee's minor child or dependent.

##### **Is Notice Required?**

Reasonable advance notice of an employee's intention to take leave is required, unless giving the advance notice is not practicable. An employee must provide certification that the employee or the employee's minor child or dependent is a DVHSAS victim. **Confidentiality:** Any documents or evidence provided as certification of the victim's status, or information obtained by the employer regarding the need for accommodation or leave must be kept confidential and may not be released without the express permission of the employee.

**It is an unlawful employment practice for a covered employer to refuse to make a reasonable accommodation, discharge, refuse to hire, suspend, retaliate, or discriminate in any manner against an individual because he or she is a victim of DVHSAS.**

**For additional information, please talk with your supervisor/manager or your agency Human Resources Office.**

**You may also call the nearest office of the Bureau of Labor and Industries (BOLI):**

- **Employer Assistance: 971-673-0824**
- **Eugene: 541-686-6723**
- **Salem: 503-378-3292**
- **Portland: 971-673-0761**

**Or Write to BOLI:**

**Bureau of Labor and Industries  
Civil Rights Division  
800 NE Oregon St Ste. 1045  
Portland, OR 97232**

**Website: [www.oregon.gov/boli](http://www.oregon.gov/boli)**

This is a summary of Oregon's laws relating to Domestic Violence, Harassment, Sexual Assault, or Stalking Protections. It is not a complete text of the law.

**THIS INFORMATION MUST BE POSTED IN A CONSPICUOUS LOCATION**