

Domestic Violence Leave Chart -- State-by-State				
	Employee Count	Purpose of Leave	Amount of Leave	Paid or Unpaid
Alabama	Alabama does not require employers to provide a leave of absence for this purpose			
Alaska	Alaska does not require employers to provide a leave of absence for this purpose			
Arizona	<p>Arizona does not require employers to provide a separate leave of absence for this purpose.</p> <p>However, under the Arizona Fair Wages and Healthy Families Act, employees are able to use their accrued paid sick leave absences related to the employee's or employee's family member's domestic or sexual violence, abuse or stalking in order for the employee to obtain for the employee or his family member:</p> <ul style="list-style-type: none"> • Medical attention needed to recover from physical or psychological injury or disability caused by domestic violence, sexual violence, abuse or stalking; • Services from a domestic violence or sexual violence program or victim services organization; • Psychological or other counseling; • Relocation or taking steps to secure an existing home due to the domestic violence, sexual violence, abuse or stalking; or • Legal services, including but not limited to preparing for or participating in any civil or criminal legal proceeding related to or resulting from the domestic violence, sexual violence, abuse or stalking. 			
Arkansas	Arkansas does not require employers to provide a leave of absence for this purpose			
California	1 to 24	<p>Employees who have been (or whose family member has been) the victim of domestic violence, sexual assault and/or stalking may take a leave to obtain any relief to help ensure the employee's health, safety and welfare, and that of the employee's children, including:</p> <ul style="list-style-type: none"> • A temporary restraining order. • A restraining order. • Other injunctive relief. 	Amount of leave is not specified. Employers must give the employee time off sufficient to obtain the relief.	Unpaid, but employees can choose to use accrued vacation, PTO, or sick leave.
	25+	<p>Employees who have been (or whose family member has been) the victim of domestic violence, sexual assault and/or stalking may take a leave of absence to:</p> <ul style="list-style-type: none"> • Seek any relief to help ensure the health, safety or welfare of the employee or the employee's child – including obtaining a temporary restraining order, restraining order, or other injunctive relief. • Obtain services from a domestic violence shelter or rape crisis center. • Seek medical attention for injuries caused by domestic violence or sexual assault. • Obtain psychological counseling for domestic violence or sexual assault. • Take action, such as relocation, to protect against future crimes. 		
Colorado	50+	<p>Employees who have been (or whose family member has been) the victim of domestic abuse, stalking, sexual assault, or any other domestic violence-related crime may take leave to:</p> <ul style="list-style-type: none"> • Seek a civil protection order to prevent domestic abuse. • Obtain medical or mental health care for you or your children. • Make your home secure, or seek new housing to escape from the perpetrator. • Seek legal assistance and prepare for and attend court-related proceedings. 	Up to 3 days of leave in any 12-month period	Unpaid, but employees can choose to use accrued vacation, PTO, or sick leave.

Connecticut	3+	<p>Employees who have been (or whose family member has been) a victim of family violence may take leave to:</p> <ul style="list-style-type: none"> • Seek medical care or psychological or other counseling for physical or psychological injury or disability. • Obtain services from a victim services organization. • Relocate due to family violence. • Participate in any civil or criminal proceeding related to or resulting from family violence. 	Up to 12 days of leave during the calendar year	<p>Unpaid, but employees can choose to use accrued vacation, PTO, or sick leave.</p> <p>In addition, under the Connecticut paid sick leave law, employees are able to use their accrued paid sick leave for absences relating to family violence.</p>
Delaware	<p>Delaware does not require employers to provide a leave of absence for this purpose.</p> <p>However, an employee's status as a victim of domestic violence, sexual offenses, or stalking is a protected class under the Delaware Discrimination in Employment Act and employers are required to make reasonable accommodations for victims of domestic violence, sexual offenses, or stalking, to the known limitations related to domestic violence, sexual offenses, or stalking unless the employer can demonstrate that the accommodation would impose an undue hardship on the employer's business operation.</p>			
District Of Columbia	<p>Washington DC does not require employers to provide a separate leave of absence for this purpose.</p> <p>However, under the Accrued and Sick Safe Leave Act of 2008, employees are able to use their accrued paid sick leave absences related to the employee's or employee's family member's domestic or sexual violence, abuse or stalking in order for the employee to :</p> <ul style="list-style-type: none"> • Obtain social or legal services, if the employee or the employee's family member is a victim of stalking, domestic violence, or sexual abuse • Seek medical attention to recover from physical or psychological injury or disability caused by stalking, domestic violence, or sexual abuse; • Obtain services from a victim services organization; • Obtain psychological or other counseling; • Temporarily or permanently relocate; • Take legal action, including preparing for or participating in any civil or criminal legal proceeding; or • Take any other actions to enhance the health or safety of the employee or the employee's family member or to enhance the safety of those who associate or work with the employee. 			
Florida	50+	<p>Employees who have been a victim of domestic violence may take leave to:</p> <ul style="list-style-type: none"> • Seek an injunction for protection against domestic violence or an injunction for protection in cases of repeat dating or sexual violence. • Obtain medical care or mental health counseling for yourself or your family or household member to address physical or psychological injuries resulting from the domestic violence. • Obtain services from a victim services organization for yourself or your family or household member. • Make your home secure from the perpetrator of domestic violence or seek new housing to escape the perpetrator. • Seek legal assistance in addressing issues arising from the domestic violence or prepare for and attend court-related proceedings arising from the domestic violence. 	Up to 3 days of leave in any 12-month period	Unpaid, but employees can choose to use accrued vacation, PTO, or sick leave.
Georgia	Georgia does not require employers to provide a leave of absence for this purpose			
Hawaii	1 to 49	<p>Employees who have been (or whose family member has been) a victim of domestic violence or sexual assault may take leave to:</p> <ul style="list-style-type: none"> • Seek medical attention for yourself or your minor child to recover from physical or psychological injury or disability caused by domestic or sexual violence. • Obtain services from a victim services organization. • Obtain psychological or other counseling. • Temporarily or permanently relocate. 	Up to 5 days per calendar year	Unpaid, but employees can choose to use accrued vacation, PTO, or sick leave.
	50+	<ul style="list-style-type: none"> • Take legal action (including preparation or participation in a legal proceeding) related to or resulting from the domestic or sexual violence. • Take other actions to enhance the physical, psychological, or economic health or safety of yourself or your minor child or to enhance the safety of those who associate with or work with you. 	Up to 30 days per calendar year	

Idaho	Idaho does not require employers to provide a leave of absence for this purpose			
Illinois	15 to 49	<p>Employees who have been (or whose family member has been) a victim of domestic violence or sexual assault may take leave to:</p> <ul style="list-style-type: none"> • Seek medical attention for, or recover from, physical or psychological injuries caused by domestic or sexual violence against you or your family or household member. • Obtain victim services for you or your family or household member. 	Up to 8 weeks, during any 12-month period	Unpaid, but employees can choose to use accrued vacation, PTO, or sick leave.
	50+	<ul style="list-style-type: none"> • Obtain psychological or other counseling for you or your family or household member. • Participate in safety planning, including temporary or permanent relocation or other actions to increase your or your household or family member's safety from future domestic or sexual violence. • Seek legal assistance to ensure the health and safety of you or your household or family member, including participating in court proceedings related to the violence. 	Up to 12 weeks, during any 12-month period	
Indiana	Indiana does not require employers to provide a leave of absence for this purpose			
Iowa	Iowa does not require employers to provide a leave of absence for this purpose			
Kansas	All	<p>Employees who have been (or whose family member has been) a victim of domestic violence or sexual assault may take leave to:</p> <ul style="list-style-type: none"> • Obtain or attempt to obtain any relief, including, but not limited to, a temporary restraining order, restraining order or other injunctive relief to help ensure the health, safety or welfare of the victim or the victim's child or children; • Seek medical attention for injuries caused by domestic violence or sexual assault; • Obtain services from a domestic violence shelter, domestic violence program or rape crisis center as a result of domestic violence or sexual assault; or • Make court appearances in the aftermath of domestic violence or sexual assault. 	Up to 8 days of leave per calendar year	Unpaid, but employees can choose to use accrued vacation, PTO, or sick leave.
Kentucky	Kentucky does not require employers to provide a leave of absence for this purpose			
Louisiana	Louisiana does not require employers to provide a leave of absence for this purpose			
Maine	All	<p>Employees who have been (or whose family member has been) the victim of domestic violence, sexual assault and/or stalking may take a leave of absence to:</p> <ul style="list-style-type: none"> • Prepare for or attend court proceedings, • Receive or attend to medical treatment, or • Obtain necessary services to remedy a crisis 	Amount of leave is not specified. Employers must give the employee time off sufficient to obtain the relief.	Unpaid, but employees can choose to use accrued vacation, PTO, or sick leave.
Maryland	Maryland does not require employers to provide a leave of absence for this purpose			
Massachusetts	50+	<p>Employees who have been (or whose family member has been) a victim of domestic violence may take leave to:</p> <ul style="list-style-type: none"> • Seek or obtain counseling, victim services, medical attention, or legal assistance. • Secure housing. • Obtain a protective order from a court. • Appear before a grand jury or in court. • Meet with a district attorney or other law enforcement official. • Attend child custody proceedings. • Address other issues directly related to the abusive behavior against you or a family member. 	Up to 15 days in any 12-month period	<p>Unpaid, but employees can choose to use accrued vacation, PTO, or sick leave.</p> <p>In addition, under the Massachusetts Earned Sick Time Law, employees are able to use their accrued paid sick leave for absences relating to domestic violence.</p>
Michigan	Michigan does not require employers to provide a leave of absence for this purpose			
Minnesota	All	<p>Employees who have been (or whose family member has been) the victim of domestic violence may take leave to obtain or attempt to obtain a harassment restraining order or an order for protection relating to a domestic abuse situation.</p>	Amount of leave is not specified. Employers must give the employee time off sufficient to obtain the relief.	Unpaid, but employees can choose to use accrued vacation, PTO, or sick leave.

Mississippi	Mississippi does not require employers to provide a leave of absence for this purpose			
Missouri	Missouri does not require employers to provide a leave of absence for this purpose			
Montana	Montana does not require employers to provide a leave of absence for this purpose			
Nebraska	Nebraska does not require employers to provide a leave of absence for this purpose			
Nevada	Nevada does not currently require employers to provide a leave of absence for this purpose. However, starting January 1, 2018, Nevada employers will be required to provide leave to employees who are victims of domestic violence, or whose family or household members are victims of domestic violence.			
New Hampshire	New Hampshire does not require employers to provide a leave of absence for this purpose. However, an employee's status as a victim of domestic violence, harassment, sexual assault, or stalking is a protected class under the New Hampshire law and employers are prohibited from refusing to hire, discharging, threatening to discharge, demoting, suspending, or in any manner discriminating or retaliating against an individual with regard to promotion, compensation or other terms, conditions, or privileges of employment because the individual is a victim of domestic violence, harassment, sexual assault, or stalking.			
New Jersey	25+	<p>Employees who have been (or whose family member has been) a victim of domestic violence or sexual assault may take leave to:</p> <ul style="list-style-type: none"> • Seek medical attention for physical or psychological injuries. • Obtain services from a victim services organization. • Obtain psychological or other counseling. • Seek legal assistance for you or your relative. • To attend, participate in, or prepare for a criminal or civil court proceeding relating to domestic abuse or sexual violence. • To participate in safety planning for temporary or permanent relocation. 	Up to 20 days of unpaid leave within one year of the qualifying event.	Unpaid, but employees can choose to use accrued vacation, PTO, or sick leave.
New Mexico	All	<p>Employees who have been the victim of domestic abuse may take leave to:</p> <ul style="list-style-type: none"> • Obtain an order of protection or other judicial relief. • Attend court proceedings. • Meet with law enforcement officials or local victim advocates. • Consult with an attorney regarding an incident of domestic abuse or violence against you or an immediate family member. 	Up to 14 days in any calendar year.	Unpaid, but employees can choose to use accrued vacation, PTO, or sick leave.
New York	New York does not require employers to provide a leave of absence for this purpose. However, an employee's status as a victim of domestic violence is a protected class under the New York State Human Rights Law and employers are prohibited from refusing to hire, discharging, or discriminating against such individual in compensation or in terms, conditions or privileges of employment.			
North Carolina	All	<p>Employees who have been (or whose family member has been) the victim of domestic violence may take leave to obtain or attempt to obtain a civil no-contact order or domestic violence protective order relating to a domestic abuse situation.</p>	Amount of leave is not specified. Employers must give the employee time off sufficient to obtain the relief.	Unpaid, but employees can choose to use accrued vacation, PTO, or sick leave.
North Dakota	North Dakota does not require employers to provide a leave of absence for this purpose			
Ohio	Ohio does not require employers to provide a leave of absence for this purpose			
Oklahoma	Oklahoma does not require employers to provide a leave of absence for this purpose			
Oregon	6+	<p>Employees who have been (or whose family member has been) a victim of domestic violence, harassment, sexual assault, or stalking may take leave to:</p> <ul style="list-style-type: none"> • Seek legal or law enforcement assistance. • Obtain medical treatment or to recover from injuries. • Obtain services from a licensed mental health professional or victim services provider. • Relocate or secure your residence. 	Amount of leave is not specified. Employers must give the employee time off sufficient to obtain the relief.	Unpaid, but employees can choose to use accrued vacation, PTO, or sick leave. In addition, under the Oregon Paid Sick Time Law, employees are able to use their accrued paid sick leave for absences relating to domestic violence, harassment, assault, or stalking.

Pennsylvania	<p>Pennsylvania does not require employers to provide a leave of absence for this purpose.</p> <p>However, the City of Philadelphia requires Philadelphia employers provide four to eight weeks of unpaid leave to employees who are victims, or have a family or household member who is a victim, of domestic violence, sexual assault, or stalking in order to:</p> <ul style="list-style-type: none"> • Seek medical attention for physical or psychological injuries. • Obtain services from a victim services organization. • Obtain psychological or other counseling. • Participate in safety planning, relocation, or other actions to increase safety. • Seek legal assistance or remedies, including preparing or participating in civil or criminal proceedings related to domestic violence, sexual assault, or stalking. 			
Rhode Island	Rhode Island does not require employers to provide a leave of absence for this purpose			
South Carolina	South Carolina does not require employers to provide a leave of absence for this purpose			
South Dakota	South Dakota does not require employers to provide a leave of absence for this purpose			
Tennessee	Tennessee does not require employers to provide a leave of absence for this purpose			
Texas	Texas does not require employers to provide a leave of absence for this purpose			
Utah	Utah does not require employers to provide a leave of absence for this purpose			
Vermont	<p>Vermont does not require employers to provide a separate leave of absence for this purpose.</p> <p>However, under the Vermont Earned Sick Time law, employees are able to use their accrued paid sick leave absences related to the employee's or employee's family member's domestic violence, assault, or stalking to:</p> <ul style="list-style-type: none"> • Arrange for social or legal services • Obtain medical care or counseling for the employee or for the employee's parent, grandparent, spouse, child, brother, sister, parent-in-law, grandchild, or foster child, who is a victim of domestic violence, sexual assault, or stalking • Relocate as the result of domestic violence, sexual assault, or stalking. 			
Virginia	Virginia does not require employers to provide a leave of absence for this purpose			
Washington	All	<p>Employees who have been (or whose family member has been) a victim of domestic violence, sexual assault, or stalking may take leave to:</p> <ul style="list-style-type: none"> • Take care of legal or law enforcement needs • Get medical treatment, social services assistance, or mental health counseling. 	Amount of leave is not specified. Employers must give the employee time off sufficient to obtain the relief.	Unpaid, but employees can choose to use accrued vacation, PTO, or sick leave.
West Virginia	West Virginia does not require employers to provide a leave of absence for this purpose			
Wisconsin	Wisconsin does not require employers to provide a leave of absence for this purpose			
Wyoming	Wyoming does not require employers to provide a leave of absence for this purpose			
<p><i>The above information is a summary providing guidance on the key aspects of the law. Federal and state laws are more complex than presented here. This information is simplified for the sake of brevity and is not intended to be a substitute for legal advice. This information is provided with the understanding that (1) the author and publisher are not rendering legal advice and (2) this information is not a substitute for the advice of competent legal counsel. For more information, please contact a human resource professional or an employment law attorney.</i></p>				