

July 14, 2017

## **NEW WORKPLACE NOTICE REGARDING RIGHTS FOR VICTIMS OF DOMESTIC VIOLENCE, SEXUAL ASSAULT AND STALKING**

The California Labor Commissioner has released a new notice regarding rights under Labor Code sections 230.1 and 230 for victims of domestic violence, sexual assault and stalking. Employers must immediately begin providing the notice to new hires, and to other employees on request. Employers can develop their own notice so long as it is substantially similar in form and content to the Labor Commissioner version. The notice is required under A.B. 2337, which was signed by the Governor last fall.

Labor Code 230.1 protects an employee who is a victim of domestic violence, sexual assault, or stalking who takes time off to seek medical attention, obtain services from a domestic violence program or psychological counseling, or participate in safety planning.

Labor Code 230 prohibits employers from discharging, discriminating or retaliating against an employee who is a victim of domestic violence, sexual assault, or stalking for taking time off work to obtain relief to help ensure the health, safety or welfare of the employee or the employee's children. Employers also cannot discharge, discriminate or retaliate based on an employee's status as a domestic violence, sexual assault or stalking victim. The provision further requires employers to provide reasonable accommodations for domestic violence, sexual assault, and stalking victims who request an accommodation for their safety while at work.

The new notice is available [here](#) or on the Labor Commissioner's [website](#).

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