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AB 2377 - VICTIMS OF DOMESTIC VIOLENCE, SEXUAL ASSAULT, OR STALKING

On **average**, nearly 20 people per minute are physically abused by an intimate partner in the United States. During one year, this equates to more than 10 million women and men. 1 in 3 women and 1 in 4 men have been victims of [some form of] physical violence by an intimate partner within their **lifetime**¹.

Did you know, regardless of your number of employees whether 1 or 1,000, in California the law provides protected time off to victims of domestic violence.

In addition current law requires, if you have 25 or more employees you must extend this protection for treatment.

On September 14th the governor signed **AB 2377** a bill that requires employers of **25 or more** to provide notice to employees of their rights to take protected time off for domestic violence, sexual assault or stalking. This new bill requires employers to “inform each employee of his or her rights” **upon hire and at any time thereafter upon request.**

The Labor Commissioner will develop a form for this purpose and publish it by **July 1, 2017**. Employers must comply beginning 7/1/17 by either using the Department of Labor Standards Enforcement (DLSE) form, or one of their own that is substantially similar in content and clarity. As always it is our recommendation if DLSE is going to make form, use their form, you can't get hurt.

RECOMMENDED EMPLOYER IMMEDIATE ACTION

Make sure you handbook has a provision setting forth existing rights to take time off for the following issues that arise from being a victim of domestic violence, sexual assault, or stalking, including:

- To seek medical attention for injuries;
- To obtain services from a domestic violence shelter, program or rape crisis center;
- To obtain psychological counseling;
- To participate in safety planning and take related actions (such as temporary or permanent relocation).

¹ <http://ncadv.org/learn-more/statistics>



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You should also make sure that your managers understand employee rights to take such time off (and to use available vacation and/or sick time for such purposes), and **are trained** to forward such sensitive issues to Human Resources to address any employee concerns about retaliation for actually taking the time to address such serious personal matters.