

# Employment Protections for Victims of Crime



## Employment Protections for Victims of Crime **Notice of Employee Rights**

### **WHAT IS THE LAW?**

Under Vermont law, alleged victims are protected from harassment or other discrimination by employers based on their status as an alleged victim. Employers are also required to provide alleged victims with job-protected, unpaid leave to attend certain legal proceedings relating to a relevant crime.

**EFFECTIVE AS OF:** July 1, 2022

### **WHO IS AN ALLEGED VICTIM?**

Under the law, a "alleged victim" is a person who has:

- Is alleged to have sustained;
- Physical, emotional, or financial injury or death;
- As a direct result of the commission or attempted commission of a crime;
- As a direct result of the commission or attempted commission of an act of delinquency;
- In an affidavit filed by law enforcement with a prosecuting attorney of competent jurisdiction; or
- The family member of an alleged victim who: is a minor, found to be incompetent, alleged to have suffered physical or emotional injury as a result; or was killed as a result of the alleged crime or act of delinquency.

### **EMPLOYEE RIGHTS**

Employees who are alleged victims have the right to take unpaid leave to attend:

- Criminal proceedings where the employee is an alleged victim and has a legal right or obligation to appear at the proceeding;
- Relief from abuse hearings and neglect or exploitation hearings under when the employee is a plaintiff; or
- Hearings concerning an order against stalking or sexual assault.

While on alleged victim leave, employees may use any accrued sick leave, vacation leave, or any other paid leave. Employees must continue to receive employment benefits while on leave and have the right to return to their same job or a comparable position upon return.

### **FOR MORE INFORMATION:**

#### **VERMONT ATTORNEY GENERAL CIVIL RIGHTS UNIT**

109 State St., Montpelier, VT 05062  
888-745-9195 OR 802-828-3657  
AGO.CivilRights@Vermont.gov

#### **HUMAN RIGHTS COMMISSION**

14-16 Baldwin St., Montpelier, VT 05062  
800-416-2010 OR 802-828-2480  
www.hrc.Vermont.gov

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