

# EMPLOYMENT PROTECTIONS FOR VICTIMS OF CRIME



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

### WHAT IS THE LAW?

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

**EFFECTIVE AS OF:** July 1, 2018

### WHO IS A CRIME VICTIM?

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

- Obtained a relief from abuse order against a family or household member;
- Obtained a court order against stalking or sexual assault;
- Obtained a court order against abuse of a vulnerable adult; or
- Sustained physical, emotional or financial injury as the direct result of a crime, and is identified as a crime victim in an affidavit filed by law enforcement.

### EMPLOYEE RIGHTS

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

- Criminal proceedings where the employee 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
- Hearing concerning an order against stalking or sexual assault.

While on crime 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