

## Does this mean I *must* tell my employer that I am a victim of domestic violence or sexual assault?

Revealing to your employer that you are a victim of domestic violence or sexual assault is your decision. You may have a number of important reasons for choosing to keep this information private.

However, if your employer will not give you needed time away from work, you might decide to disclose this information to your employer. Your employer is then required to give you time off from work as provided by Kansas law.

## Under this Kansas law, do I have to give my employer notice that I will be taking time off of work?

Yes. If you want to use this Kansas law, you should give your employer reasonable advance notice if you need to miss work because of domestic violence or sexual assault. Again, the decision about whether to tell your employer is up to you but you might want to if your employer will not give you time off to deal with the sexual or domestic violence.

## What if I can't give my employer advance notice?

If you are not able to notify your employer in advance, your employer can't take any action against you, so long as **within 48 hours after your absence begins** you provide your employer with any of the following:

- Police report about the domestic violence or sexual assault
- Court order or other evidence of a court appearance
- Documentation that you are receiving treatment from a medical professional, health care provider, or counselor because of domestic violence or sexual assault
- Documentation from a domestic violence or sexual assault advocate stating that you are receiving services because of domestic violence or sexual assault

## If I can give advance notice that I will be missing work, do I still have to provide my employer with documentation?

Yes. Even when you give reasonable advance notice, you must provide documentation to support your reason for missing work **within 48 hours of your return to work**.

## Will this information be confidential?

Yes. Under this Kansas law, your employer should keep any information about the reasons for your absences confidential. This includes the documents you must provide about these absences.

## Will the leave be paid or unpaid?

You may use any paid leave you have available. If you do not have any paid leave available, you may use unpaid leave of up to eight days per year.

## What if my employer already has a policy in place to address absences due to domestic violence and/or sexual assault?

If your employer allows for more absences than is provided by this law, you are entitled to take that time off.

## **Remember: You Are Not Alone**

There are many women who have been assaulted or abused; many of them experience discrimination in their workplace because of the assault or abuse. If you are concerned about your safety and want to talk confidentially with someone who knows about sexual and domestic violence, call your local program (see "Kansas Sexual & Domestic Violence Programs") or the **Kansas Crisis Line:**

**1-888-END ABUSE**  
(1-888-363-2287).

This brochure is intended to provide you with a summary of K.S.A. 44-1131 and K.S.A. 44-1132. If you have specific questions about the law, you should contact an attorney.

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# Taking Time Off from Work to Address Domestic and Sexual Violence Issues

Kansas Coalition Against  
Sexual and Domestic Violence



**SAFETY, ACCOUNTABILITY & JUSTICE**  
for victims of sexual assault and  
domestic violence and their children

## Kansas Sexual and Domestic Violence Programs

Your employer is prohibited from discriminating against you if you are a victim of domestic violence or sexual assault and need to take time off from work to address these issues.

This means your employer can't fire you or retaliate against you in other ways if you are a victim of domestic violence or sexual assault and need to take time off from work for any of the following reasons:

- Obtaining or trying to obtain a restraining order or similar injunctive relief for yourself or your children;
- Seeking medical care for injuries resulting from domestic violence or sexual assault;
- Obtaining services from a domestic violence or rape crisis program; or
- Appearing in court proceedings related to domestic violence or sexual assault.

### What does domestic violence mean under this law?

Domestic violence means any or all of the following:

- Causing or attempting to cause you physical harm;
- Placing you in fear of imminent physical harm;
- Engaging in sexual relations or lewd fondling or touching for sexual pleasure with a minor under the age of 16. . . .

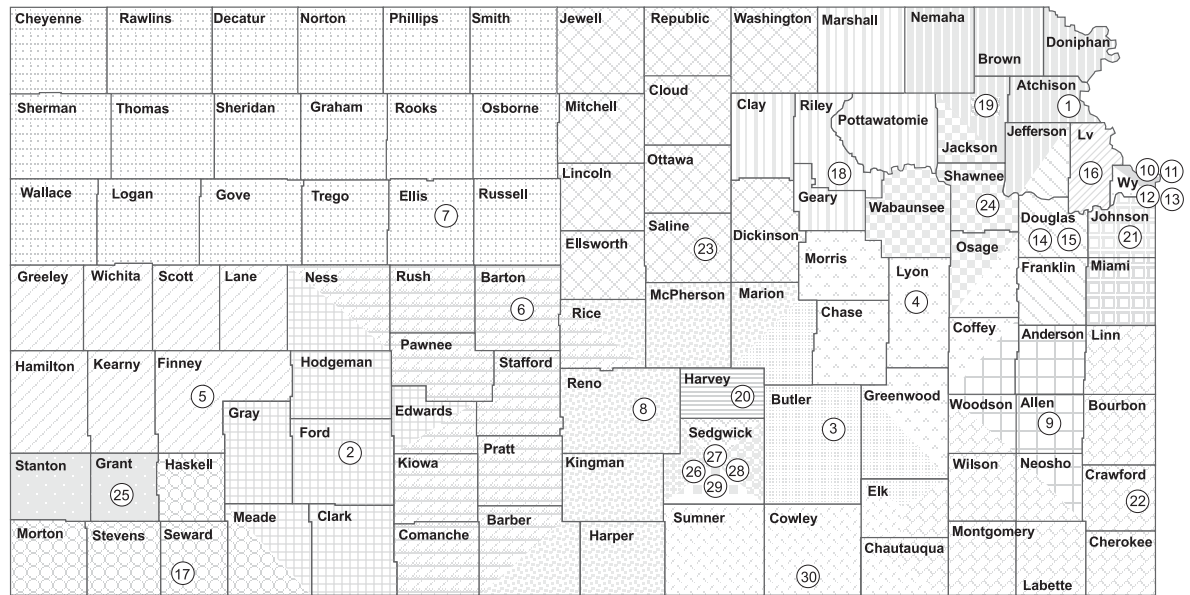
when these acts are committed by a spouse, former spouse, a person with whom you have a child, a person you live with or lived with in the past, or a person with whom you have had a dating relationship.

### What does sexual assault mean under this law?

Sexual assault includes any of the following crimes:

- Rape
- Indecent liberties with a child
- Criminal sodomy
- Incest . . .

when these acts are committed by *anyone*, including persons with whom you have a present or past relationship.



1. Atchison	DoVES	800-367-7075 or 913-367-0363
2. Dodge City	Crisis Center of Dodge City	620-225-6510
3. El Dorado	Family Life Center of Butler County	800-870-6967 or 316-321-7104
4. Emporia	SOS, Inc.	800-825-1295 or 620-342-1870
5. Garden City	Family Crisis Services	620-275-5911
6. Great Bend	Family Crisis Center	866-792-1885 or 620-792-1885
7. Hays	NW KS Domestic and Sexual Violence Svcs.	800-794-4624 or 785-625-3055
8. Hutchinson	Sexual Assault/Domestic Violence Center	800-701-3630 or 620-663-2522
9. Iola	Hope Unlimited	620-365-7566
10. Kansas City, KS	El Centro, Inc. ¡Si Se Puede! ( <i>domestic violence</i> )	913-281-1186
11. Kansas City, KS	Friends of Yates /Joyce H.Williams Center ( <i>domestic violence</i> )	913-321-0951
12. Kansas City, MO	KCAVP	816-561-0550
13. Kansas City, MO	MOCSA ( <i>sexual assault</i> )	816-531-0233
14. Lawrence	GaDuGi Safe Center ( <i>sexual assault</i> )	785-841-2345
15. Lawrence	Women's Transitional Care Services ( <i>domestic violence</i> )	800-770-3030 or 785-843-3333
16. Leavenworth	Alliance Against Family Violence	800-644-1441 or 913-682-9131
17. Liberal	Liberal Area Rape Crisis and DV Services	620-624-8818
18. Manhattan	The Crisis Center, Inc.	800-727-2785 or 785-539-2785
19. Mayetta	Prairie Band Potawatomi Family Violence Prevention Program	866-966-0173 or 785-966-0173
20. Newton	Harvey County DV/SA Task Force	800-487-0510 or 316-283-0350
21. Overland Park	Safehome, Inc.	888-432-4300 or 913-262-2868
22. Pittsburg	Crisis Resource Center of Southeast Kansas, Inc.	800-794-9148 or 620-231-8251
23. Salina	Domestic Violence Assoc. of Central Kansas	800-874-1499 or 785-827-5862
24. Topeka	YWCA Battered Women Task Force	888-822-2983 or daytime 785-354-7927 evening 785-234-3330
25. Ulysses	DoVES of Grant County	888-229-8812 or 620-356-2608
26. Wichita	Catholic Charities Harbor House ( <i>domestic violence</i> )	866-899-5522 or 316-263-6000
27. Wichita	StepStone ( <i>domestic violence</i> )	316-265-1611
28. Wichita	Wichita Area Sexual Assault Center ( <i>sexual assault</i> )	316-263-3002 or <i>por español:</i> 316-263-2044
29. Wichita	YWCA Women's Crisis Center ( <i>domestic violence</i> )	316-267-7233
30. Winfield	Cowley County Safe Homes	800-794-7672 or 620-221-4357