



# Human Resources & Risk Management

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COUNTY OF IMPERIAL

## **RIGHTS OF VICTIMS OF DOMESTIC VIOLENCE, SEXUAL ASSAULT AND STALKING NOTICE**

### **Your Right to Take Time Off:**

- You have the right to take time off from work to get help to protect you and your children's health, safety or welfare. You can take time off to get a restraining order or other court order.
- You can take time off from work to get medical attention or services from a domestic violence shelter, program or rape crisis center, psychological counseling, or receive safety planning related to domestic violence, sexual assault, or stalking.
- You may use available accrual time or compensatory time off for your leave. If you do not have accrual time hours to use, you still have the right to time off.
- If you can, you should tell your supervisor before you take time off. If you cannot tell your supervisor before, you cannot be disciplined if you give proof explaining the reason for your absence within a reasonable time. Proof can be a police report, court order, doctors, counselor's note, or similar documents.

### **Your Right to Reasonable Accommodation:**

- You have the right to ask your supervisor for a reasonable accommodation in your workplace to make sure you are safe at work. Your supervisor will work with you to see what changes can be made. Your supervisor can ask you for a signed statement certifying that your request is for a proper purpose, and may request proof showing your need for an accommodation. Your supervisor will keep your request confidential.

### **Your Right to Be Free from Retaliation and Discrimination:**

- The County of Imperial cannot discriminate or retaliate against you if:
- You are a victim of domestic violence, sexual assault, or stalking.
- You asked for leave time to get help.
- You asked your supervisor for help or changes in the workplace to make sure you are safe at work.

### **If you believe you have experienced retaliation or discrimination, you can file a complaint with the Labor Commissioner's Office.**

For more information, contact the California Labor Commissioner's Office by phone at 213-897-6595, or you can find a local office by visiting the following website: [www.dir.ca.gov/dlse/DistrictOffices.htm](http://www.dir.ca.gov/dlse/DistrictOffices.htm). If you do not speak English, an interpreter will be provided in your language at no cost to you. This Notice explains rights contained in California Labor Code sections 230 and 230.1.

Labor Commissioner's Office Victims of Domestic Violence, Sexual Assault and Stalking Notice

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