

# YOUR RIGHTS AT WORK

For survivors of domestic violence, sexual assault, & stalking

If you are experiencing harm in your relationship that is impacting work...

If you are being stalked or receiving unwanted advances...

If you are coping with the impacts of sexual assault...

**It is illegal for an employer to discriminate against you based on your experience of domestic violence, sexual assault, or stalking.**

**(RCW 49.76.115)**

This means an employer can't fire, demote, deny employment, or otherwise discriminate against survivors of abuse.

This law also requires employers to provide reasonable accommodations for survivors on the job, like a change in office location, phone number, or modified schedule.

**You have access to paid leave to take time off to deal with issues related to domestic violence, sexual assault, or stalking.**

**(RCW 49.76 & RCW 49.46)**

Every employer in WA state must offer paid sick leave to all of their employees.

You can use sick leave to take time off to deal with issues related to abuse (safe leave).

Safe leave can be taken all at once or intermittently. It can be paid (if available) or unpaid. There is no limit to the number of hours allowed as long as the time taken is considered 'reasonable.'

## What if your employer doesn't follow the rules?

You can file a complaint with Washington State Department of Labor & Industries (L&I) by phone: 1-800-LISTENS (1-800-547-8367). You can also file a civil action in court.

For more detailed info, [take a look at this Q&A](#) from Legal Voice.