



# ILLINOIS DEPARTMENT OF LABOR NOTICE TO EMPLOYERS AND EMPLOYEES♣

– **REQUIRED POSTING** – Employers are required to post this notice in a conspicuous place for all employees.

## **VICTIMS' ECONOMIC SECURITY and SAFETY ACT** (820 ILCS 180/1 et seq.) **Effective Date: August 25, 2003**

The Victims' Economic Security and Safety Act provides that an employee who is a victim of domestic or sexual violence or has a family or household member who is a victim of domestic or sexual violence may take up to a total of 12 workweeks of leave from work during any 12-month period to address the domestic or sexual violence. The employee shall provide the employer with at least 48 hours' advance notice of the employee's intention to take the leave, unless providing such notice is not practicable. Employers may require employees to provide certification to the employer.

The Act prohibits an employer (defined as the State or any agency of the State; any unit of local government or school district; or any person that employs at least 50 employees) from discharging or otherwise discriminating against an employee who is a victim of domestic or sexual violence. The Act also prohibits an employer from discharging, discriminating, or retaliating against a person taking leave from work as a result of domestic or sexual violence to: seek medical attention or counseling for injuries or psychological trauma, obtain victim services, relocate, seek legal assistance or participate in a related court proceeding.

Employers are not required to provide paid leave under this Act, but employees may elect to substitute available paid leave for an equivalent period of leave provided under this Act. Employers shall maintain group health plan benefits during the leave period at the level and under the conditions coverage would have been provided if the employee had continued in employment continuously for the duration of such leave.

For more information or to file a complaint, contact:Ⓜ



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