



Quarterly E-Newsletter

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Practice Tips: Advocating For The Employment Rights Of Victims Of Domestic Violence And Sexual Assault

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- ❑ Integrate questions about how the violence may have affected the victim's employment status into your intake questions. Find out the circumstances around any recent job loss for your clients.
- ❑ Help the victim protect herself at work from the perpetrator, if appropriate.
- ❑ Develop a safety plan with the victim that includes the workplace and her travel to and from the workplace.
- ❑ Help your clients determine whether they should disclose their situation to their employers. Help them plan how to ask for time off or modifications at work.
- ❑ Familiarize yourself with resources on domestic violence and employment. Legal Momentum has "[Know Your Rights](#)" guides that cover many topics, including safety planning, family and medical leaves, anti-discrimination statutes, and unemployment insurance. These are available at www.legalmomentum.org/ehrvdv.
- ❑ Learn about the relevant laws that apply in your state. Visit www.legalmomentum.org/map to access a map with links to relevant laws.
- ❑ Develop a relationship with employment attorneys in your area. You can serve as a resource for them on the nature and dynamics of domestic violence and they can serve as a resource for you on employment law.
- ❑ Help your clients access employment benefits and protections. Legal Momentum's website has [sample letters](#) that can be used to inform employers about individuals' employment rights.
- ❑ Research the contact information for the U.S. Equal Employment Opportunity Commission district office and the state equivalent enforcement office closest to you.
- ❑ Provide resources to employers in your area on domestic violence. Two good resources are the ABA Commission on Domestic Violence, *A Guide For Employers: Domestic Violence In The Workplace*, available for purchase from www.abanet.org/domviol, and [Creating Solutions, Creating Change](#), available for downloading on Legal Momentum's website.
- ❑ Legal Momentum is available to consult and co-counsel in these cases. Contact them for assistance and further information.

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