

# BOSTON COLLEGE

## DOMESTIC VIOLENCE LEAVE POLICY

This policy is intended to comply with the Massachusetts law, effective in August 2014, called "An Act Relative to Domestic Violence." The law requires employers with 50 or more employees to provide up to fifteen (15) days of leave to an employee who is, or whose family member is, a victim of domestic violence, and who needs time off to address issues related to the domestic violence.

### Employees Covered by the Law

All employees are covered. There are no minimum hours or service requirements.

### Basic Leave Provision

Employees are eligible for up to fifteen (15) days of unpaid leave in any twelve (12) month period.

An employee must exhaust any accrued vacation time, personal days, or (for absences involving the employee's health) sick leave prior to requesting or taking leave.

### Eligibility for Leave

An employee is entitled to leave if:

- the employee, or a family member of the employee, is a victim of domestic violence;
- the employee intends to use the leave to address issues directly related to the domestic violence against the employee or family member; and
- the employee is not the perpetrator of the domestic violence against the family member.

### Domestic Violence – Policy Definition

"Domestic violence" is defined as "abuse" against an employee or the employee's family member by:

- a current or former spouse of the employee or the employee's family member;
- a person with whom the employee or the employee's family member shares a child in common;
- a person who is cohabitating with or has cohabitated with the employee or the employee's family member;
- a person who is related by blood or marriage to the employee; or

- a person with whom the employee or employee's family member has or had a dating or engagement relationship.

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kept by the Benefits Director for the purpose of determining the employee's eligibility for leave and will not be disclosed unless the disclosure is requested by the employee in writing, ordered by a court or required by law, required by law enforcement for an investigation, or necessary to protect the safety of a member of the University community. Examples of acceptable documentation include a protective order,