Engage PEO Client Alert: Nevada

Domestic Leave Law Now Includes Victims of Sexual Assault

WHAT'S NEW

The Nevada Legislature has expanded its domestic violence leave law to include victims of sexual assault on the list of employees eligible for leave from work beginning on **January 1, 2024.**

WHAT IT MEANS

For victims of sexual assault in Nevada to be eligible for this type of leave, the employee:

- Must be employed for ninety (90) days
- Must be a victim of domestic violence or sexual assault, or a family/household member of a person who is a victim of domestic violence or sexual assault

Notice

Following a leave taken by an employee related to domestic violence or sexual assault, an employer may require the employee to provide forty-eight (48) hours advance notice of the need to use additional leave.

Documentation

An employer may require employees taking leave under this policy to provide documentation that supports the employee's leave request. Such documentation may include, without limitation, a police report, a copy of an application for an order for protection, an affidavit from an organization which provides services to victims of domestic violence or sexual assault or documentation from a physician. Any documentation provided to the Company will be treated as confidential.

Additional Protections

- The state law prohibits the Department of Employment, Training, and Rehabilitation (DETR) from denying unemployment benefits to victims of sexual assault in specific instances.
- Employers will need to provide reasonable accommodations for victims of sexual assault in specific instances.
- Victims of sexual assault will not be retaliated against for taking leave under this policy.

WHAT EMPLOYERS SHOULD DO

Employers should review and amend their policies to ensure they include leave for victims of sexual assault.

Please reach out to your Engage Human Resources Consultant if you have any questions concerning this alert or other HR-related matters.