

# 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.**