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California New Hires Must Receive Notice of Workplace Rights of Victims of Domestic Violence

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Existing California law prohibits employers from discharging or in any manner discriminating or retaliating against an employee who is a victim of domestic violence, sexual assault or stalking who takes time off work for certain specified purposes (e.g., to seek medical attention, services from a shelter, psychological counseling or to obtain a restraining order).

To address the perception that many workers are not aware of these rights, Assembly Bill 2337 was passed last fall and requires California employers with 25 or more employees to **provide written notice to employees**, at the time of hire and upon request, of workplace rights for victims of domestic violence, sexual assault and stalking. The notice requirement went into effect **July 1, 2017**.

The California Labor Commissioner has posted a form that employers may use to comply with the notice requirement. If an employer chooses not to use the Labor Commissioner's form, the employer must provide notice that is substantially similar in content and clarity.

If you have any questions about workplace protections for victims of domestic violence, or the new notice requirement, please contact one of the lawyers listed here.

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