

Healthy and Safe Workplaces

If your employee is a survivor of Domestic Violence, Sexual Violence, Human Trafficking, or Stalking—

You can support your employee in these ways:



Listen to and believe the employee. You can tell them that it is not their fault and that you are worried about their safety.



Ask your employee about their safety concerns and what they feel can be done in the workplace to make everyone safer.



Educate yourself and your employees about these issues and on how to seek help by going online to www.nyc.gov/NYCHOPE.



Create a workplace policy to support survivors and ensure safety and productivity in your business. You can see a sample policy online at www.workplacesrespond.org/resource-library/modelpolicy/.



Cooperate in securing unemployment insurance for your employee if they left work because of the violence.

NYC Mayor's Office to
End Domestic and
Gender-Based Violence

www.nyc.gov/endgbv

If you employ four or more people, the law requires that you:

- Permit your employee **time off** to restore their physical, psychological, and economic health or that of a family member.
- **Make “reasonable accommodations”** when requested as long as they are not an “undue burden” to your business.
- **Do not discriminate** against a survivor in hiring, promotion, or other considerations in the workplace due to their status as a survivor.
- **Keep confidential** any information about the employee’s situation, requests for time off, or accommodations.

To learn more about your obligations under NYC’s Paid Safe and Sick Leave law:

- Call the **Office of Labor Policy and Standards** at **311** or visit www.nyc.gov/paidsickleave.
- Call the **NYC Commission on Human Rights** at **311** or **718-722-3131** or visit www.nyc.gov/humanrights.

