



Employees who are victims of either domestic violence or sexual assault may not be discharged, discriminated or retaliated against in any way for being absent from work, if the absence is to obtain or attempt to obtain a temporary restraining/protections order or other injunctive relief to ensure the health, safety, or welfare of the employee and/or the employee's child(ren), seek medical attention for injuries as a result for domestic violence or sexual assaults, obtain services from a domestic violence shelter/program/rape crisis center as a result of domestic violence, or make court appearance in the aftermath of domestic violence or sexual assaults.

No action may be taken against any employee when an unscheduled absence occurs as long as the employee provides within 48 hours after the beginning of the unscheduled absence, documentation such as a police report, protection/restraining order, or other court documents. As a condition of requesting leave from work, an employee shall provide reasonable advance notice unless the advance notice is not feasible.

*Reference: K.S.A. 21-5414; K.S.A. 44-1132*