

11-21-19 College Proposal

ARTICLE 6.11. DOMESTIC-VIOLENCE-RELATED LEAVE

- A. Faculty members with ~~three (3)~~ months or more of service may be granted up to ~~three (3)~~ days of unpaid leave in any 12-month period—per Florida State Statute 741.313—if the faculty member or a family or household member of a faculty member is the victim of domestic violence.
- B. If appropriate, a faculty member may elect to use sick, personal, or vacation leave. Leave may be used for any of the following purposes:
1. Seeking an injunction for protection against domestic violence or an injunction for protection in case of repeat violence, dating violence, or sexual violence.
 2. Obtaining medical care and/or mental health counseling for the Faculty member or a family or household member to address physical or psychological injuries resulting from the act of domestic violence.
 3. Obtaining services from a victim services organization including but not limited to a domestic violence shelter/program or a rape crisis center as a result of the act of domestic violence.
 4. Making the faculty member's home secure from the perpetrator of the domestic violence or seeking new housing to escape the perpetrator.
 5. Seeking legal assistance in addressing issues arising from the act of domestic violence or attending and preparing for court-related proceedings arising from the act of domestic violence.
- C. A "family or household member" is defined as a spouse, former spouse, person related by blood or marriage, person who is presently residing with the faculty member as if a family or who has resided with the Faculty member in the past as if a family, or a person who is a parent of a child in common regardless of whether or not this person and the Faculty member have been married. With the exception of persons who have a child in common, the family or household members must be currently residing or have in the past resided together in the same single dwelling unit.
- D. Except in cases of imminent danger to the health or safety of the faculty member or family or household member, the faculty member must provide appropriate advance notice of at least ~~three (3)~~ days of the need for leave along with sufficient documentation of the act of domestic violence. This documentation may include copies of restraining orders, police reports, orders to appear in court, etc. and should be submitted to the HR Director.
- E. All requests and documentation relating to domestic violence leave will be kept confidential and will not be included in the Faculty member's personnel file. Faculty members should contact the Assistant Director of Human Resources or the Executive Director of Human Resources for guidance.