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**Act No. 184 (H.711). Labor; employment practices; fair employment practices; crime victims**

**An act relating to employment protections for crime victims**

This act amends Vermont's Fair Employment Practices Act to add crime victim status to the list of characteristics that are protected from discrimination under 21 V.S.A. § 495 and to add a definition of "crime victim" to 21 V.S.A. § 495d.

This act also allows employees who are crime victims to take unpaid leave to attend a deposition or court proceeding related to certain criminal proceedings; relief from abuse hearings; order against stalking or sexual assault hearings; or relief from abuse, neglect, or exploitation of a vulnerable adult hearings. The act requires employers to continue employment benefits during the leave, to post notices of the provisions of the law, and, with limited exceptions, to offer an employee the same job upon his or her return from the leave. The act provides an exemption from the leave requirements if the employer provides goods or services to the general public at a location open to the general public and granting leave to the employee would require the employer to suspend all business operations at that location.

Effective Date: July 1, 2018