

1 S.230

2 An act relating to fair employment practices

3 It is hereby enacted by the General Assembly of the State of Vermont:

4 Sec. 1. 21 V.S.A. § 471 is amended to read:

5 § 471. DEFINITIONS

6 As used in this subchapter:

7 * * *

8 (5) “Employee” means a person who, in consideration of direct or
9 indirect gain or profit, has been continuously employed by the same employer
10 for a period of one year for an average of at least 30 hours per week or meets
11 the service requirement set forth in 29 C.F.R. § 825.801 (airline flight crew
12 employees) or 29 C.F.R. § 825.110(c)(3) (full-time teachers, as defined in 29
13 C.F.R. § 825.102, of an elementary or secondary school system or institution
14 of higher education).

15 * * *

16 Sec. 2. 21 V.S.A. § 495d is amended to read:

17 § 495d. DEFINITIONS

18 As used in this subchapter:

19 * * *

1 (15) “Crime victim” means any of the following:

2 (A) a person who has obtained a relief from abuse order issued under
3 15 V.S.A. § 1103;

4 (B) a person who has obtained an order against stalking or sexual
5 assault issued under 12 V.S.A. chapter 178;

6 (C) a person who has obtained an order against abuse of a vulnerable
7 adult issued under 33 V.S.A. chapter 69; ~~or~~

8 (D)(i) a victim as defined in 13 V.S.A. § 5301, provided that the
9 victim is identified as a crime victim in an affidavit filed by a law enforcement
10 official with a prosecuting attorney of competent state or federal jurisdiction;
11 and

12 (ii) shall include the victim’s child, foster child, parent, spouse,
13 stepchild or ward of the victim who lives with the victim, or a parent of the
14 victim’s spouse, provided that the individual is not identified in the affidavit as
15 the defendant; or

16 (E) a person who is a survivor of domestic violence, sexual assault,
17 or stalking and who has supporting documentation from any one of the
18 following sources:

19 (i) a court or law enforcement or other government agency;

20 (ii) a domestic violence, sexual assault, or stalking assistance
21 program;

1 ~~unlimited tenure, who attains 70 years of age. Any employee whose tenure~~
2 ~~contract is terminated may, in the discretion of the institution, be allowed to~~
3 ~~continue in the employ of the institution on a nontenured basis. [Repealed.]~~

4 Sec. 4. EFFECTIVE DATES

5 This act shall take effect on July 1, 2026.