



Victims' Economic Security and Safety Act (VESSA)

Required Posting for Employers

This act applies to employees who are victims of domestic violence of any kind by a family or household member

- A victim or family member may use this time off as needed. It may be taken in increments.
- A victim or family member may use this time to:
 - Seek medical attention for injuries related to domestic violence.
 - Obtain counseling or other aid from a victim services organization.
 - Taking action to further protect their safety; or
 - Seeking legal assistance or participating in court proceedings.

NOTICE – Employee shall provide employer with 48 hours' notice before their leave.

CERTIFICATION – An employer may require the employee to provide certification of domestic violence and that leave is to address domestic violence. This information is to be kept in the strictest of confidence by the employer.

DISCRIMINATION – An employer may not discriminate against any employee for using leave under this law.

Leave permitted during a 12-month period under the act based on number of employees:

Number of employees	Leave permitted
1-14 employees	4 weeks
15-49 employees	8 weeks
50 or more employees	12 weeks

For information on filing a complaint please call: **312-793-6797**

or visit the website: <https://www2.illinois.gov/idol/Laws-Rules/CONMED/Pages/vessa.aspx>

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