



The New Jersey Security and Financial Empowerment Act ("NJ SAFE Act") provides that certain employees are eligible to receive an unpaid leave of absence up to 20 days in a 12-month period, to address circumstances resulting from domestic violence or a sexually violent offense.

To be eligible, the employee must have worked at least 1,000 hours during the immediately preceding 12-month period. Further, the employee must have worked for an employer in the State that employs 25 or more employees for each working day during each of 20 or more calendar workweeks in the then-current or immediately preceding calendar year.

This applies to full and part-time employees, seasonal employees, interns, volunteers and temporary employees at any workplace location, regardless of whether the employer is subject to Civil Service regulations.

All Departments are required to publish their policies, which must be at least as protective of employees as the CSC policy—and train at least two designated Human Resources Officers who are required to guide affected employees through the provisions and protections of the SAFE Act. If your Department has not shared the names of its HROs, please let your Union know immediately.

Leave under the NJ SAFE Act may be taken for the purpose of engaging in any of the following activities as they relate to an incident of domestic violence or a sexually violent offense:

- Seeking medical attention for, or recovering from, physical or psychological injuries caused by domestic or sexual violence to the employee or the employee's child, parent, spouse, domestic partner or civil union partner
- Obtaining services from a victim services organization for the employee or the employee's child, parent, spouse, domestic partner, or civil union partner

- Obtaining psychological or other counseling for the employee or the employee's child, parent, spouse, domestic partner or civil union partner
- Participating in safety planning, temporarily or permanently relocating, or taking other actions to increase the safety from future domestic violence or sexual violence or to ensure the economic security of the employee or the employee's child, parent, spouse, domestic partner or civil union partner
- Seeking legal assistance or remedies to ensure the health and safety of the employee or the employee's child, parent, spouse, domestic partner, or civil union partner, including preparing for or participating in any civil or criminal legal proceeding related to or derived from domestic violence or sexual violence; or
- Attending, participating in or preparing for a criminal or civil court proceeding relating to an incident of domestic or sexual violence of which the employee or the employee's child, parent, spouse, domestic partner, or civil union partner was a victim.

The unpaid leave shall run concurrently with any paid vacation leave, personal leave, or medical or sick leave that the employee elects to use or which the employer requires the employee to use during any part of the 20-day period of unpaid leave.

The NJ SAFE Act also prohibits an employer from discharging, harassing or otherwise discriminating or retaliating for leave taken under the NJ SAFE Act.