



Domestic Violence Leave Policy # 1710.103

INITIAL EFFECTIVE DATE:	LAST REVISION DATE:	RESPONSIBLE UNIVERSITY DIVISION/DEPARTMENT
November 20, 2009	February 12, 2021	Division of Human Resources Employee & Labor Relations

POLICY STATEMENT

Employees shall be granted up to three (3) working days of unpaid job protected leave within a twelve (12) month rolling year period to deal with issues relating to domestic violence suffered by the employee or a family or household member.

SCOPE

This policy is applicable to all faculty and staff who have worked for the university for at least three months or longer prior to requesting the Domestic Violence Leave.

REASON FOR POLICY

Ensure compliance with Florida Statute 741.313 and to administer the domestic violence leave when requested by the eligible faculty or staff.

DEFINITIONS	
TERM	DEFINITIONS
Domestic Violence	means assault, aggravated assault, battery, aggravated battery, sexual assault, sexual battery, stalking, aggravated stalking, kidnapping, false imprisonment, or any criminal offense resulting in physical injury or death of one family or household member by another family or household member (Florida Statute 741.28(2)).
Family or household member	means spouses, former spouses, persons related by blood or marriage, persons who are presently residing together as if a family or who have resided together in the past as if a family, and persons who are parents of a child in common regardless of whether they have been married. Except for 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 (Florida Statute 741.28(3)).



ROLES AND RESPONSIBILITIES

Affected faculty and staff will be responsible for requesting leave and following the steps as outlined in the Domestic Leave Procedures 1710.103a.

The Office of Employee Assistance will provide confidential assistance if requested. You can request confidential appointment at oea@fiu.edu

RELATED RESOURCES

Florida Statute 741.313

CONTACTS

Florida International University
Division of Human Resources
Employee & Labor Relations, PC 236
Miami, FL 33199
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email: ELR@fiu.edu

HISTORY

Initial Effective Date: Florida Law, s. 741.313 became effective July 1, 2007. Effective date: November 20, 2009.

Review Dates (*review performed, no updates*): N/A

Revision Dates (*updates made to document*): February 12, 2021