

Rock Valley College

RVC Board Policy 3:30.110 Victims' Economic Security and Safety Act (VESSA)

Rock Valley College will grant employees up to a total of 12 workweeks of unpaid leave in any 12-month period to address issues arising from domestic or sexual violence in accordance with the *Victims' Economic Security and Safety Act* ("VESSA" or "the Act"), 820 ILCS 180/1, *et seq.*

Any employee who is a victim of domestic violence, sexual violence, gender violence, or any other crime of violence as defined by VESSA, or who has a family or household member who is a victim of such crimes of violence, may take up to a total of 12 workweeks of unpaid leave during any 12-month period to address the violence by:

- A. seeking medical attention for, or recovering from, physical or psychological injuries caused by any crime of violence to the employee or the employee's family or household member;
- B. obtaining services from a victim services organization for the employee or the employee's family or household member;
- C. obtaining psychological or other counseling for the employee or the employee's family or household member;
- D. participating in safety planning, temporarily or permanently relocating, or taking other actions to increase the safety of the employee or the employee's family or household member from future crimes of violence or ensure economic security; or
- E. seeking legal assistance or remedies to ensure the health and safety of the employee or the employee's family or household member, including preparing for or participating in any civil or criminal legal proceeding related to or derived from any crime of violence.

An employee needing leave under this Policy shall provide their immediate supervisor with at least 48 hours' advance notice of their intention to take leave, unless it is not practicable to do so. The College may require the employee to provide certification that leave is being taken for a reason permissible under VESSA and this Policy, including by requiring a sworn statement of the employee, documentation from a victim services organization, attorney, member of the clergy, or medical or other professional from whom the employee or the employee's family or household member has sought assistance, a police or court record, or other corroborating evidence. This information should be submitted to the Vice President of Human Resources/Chief Human Resources Officer, or their designee, for consideration.

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The College shall maintain confidentiality of all information pertaining to the use of leave under this Policy.

Leave under this Policy shall not be available to an employee to address violence against the employee's family or household member if the employee's interests as they relate to the violence are adverse to the interests of the family or household member.

If the basis for an employee's leave under this Policy also qualifies for FMLA leave, both leaves will run concurrently. This Policy will be administered consistent with the College's collective bargaining agreement obligations where applicable.

Reference: Board Reports 6169, 7887, 8377

Implemented: March 24, 2009

Revised: December 21, 2021; April 28, 2026