
DIGEST

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HB 545 Original

2016 Regular Session

Hunter

Abstract: Prohibits an employer from discharging, threatening to discharge, demoting, suspending, disciplining, retaliating against, or otherwise discriminating against an employee who is a victim of domestic abuse, dating violence, or family violence for taking leave to deal with issues relating to the abuse.

Present law provides definitions relative to discrimination in employment. Proposed law adds definitions for "dating violence", "domestic abuse", and "family violence".

Proposed law prohibits an employer from discharging, threatening to discharge, demoting, suspending, disciplining, retaliating against, or otherwise discriminating against an employee who is a victim of domestic abuse, dating violence, or family violence for taking leave to deal with any of the following issues:

- (1) To appear in court as a result the crime in which the employee is a victim.
- (2) To obtain injunctive relief on behalf of himself or his child.
- (3) To obtain medical treatment for injuries or abuse from an act of domestic abuse, dating violence, or family violence for the victim himself or for his child.
- (4) To obtain services from a domestic violence shelter, program, or rape crisis center as a result of domestic abuse, dating violence, or family violence.
- (5) To obtain psychological counseling related to an experience of domestic abuse, dating violence, or family violence
- (6) To take actions to increase safety from future domestic abuse, dating violence, or family violence, including temporary or permanent relocation.

Proposed law requires that in order to be excused from his absence at work, the employee supply a certification from the facility lending aid during the time of absence.

Proposed law provides that an employer is not responsible for action in response to absences of a victim of domestic abuse, dating violence, or family violence if the employer did not know that the employee is a victim of such violence.

(Amends R.S. 23:302; Adds R.S. 23:335)