



Domestic Violence Leave for Faculty

Purpose

This policy establishes guidelines for the use of leave to address situations of domestic violence and abuse.

Scope

This policy applies to all faculty at Tufts University.

Policy Statement

In order to help faculty address situations of domestic violence and abuse, faculty may take up to fifteen (15) days of unpaid leave in a twelve (12) month period to address issues directly related to domestic violence against the faculty member or the faculty member's family member. Appropriate use of such leave includes time off to seek or obtain medical attention, counseling, victim services or legal assistance; secure housing; obtain a protective order from a court; appear in court or before a grand jury; meet with a district attorney or other law enforcement official; or attend child custody proceedings or address other issues directly related to the abusive behavior against the faculty member or family member of the faculty member. Faculty may take such leave intermittently when necessary. Sick time taken to address the psychological, physical, or legal effects of domestic violence shall run concurrently with the faculty member's domestic violence leave.

All available accrued sick, vacation and personal time must be used during the period of the domestic violence leave. When all available paid accrued time runs out, the remainder of the leave will be unpaid.

When the need for domestic violence leave is foreseeable, faculty must give as much notice as possible. Faculty may request domestic violence leave through their department or school or the Office of the Provost.

Compliance Training and Tracking

TBD

Approval Entity(ies)

Human Resources
Office of University Counsel
Office of the President
Office of the Provost

Approval Date

June 2015

Effective Date

July 1, 2015

Executive Sponsor(s)

David Harris, Office of the Provost and Senior Vice President

Responsible Office(s)

Office of the Provost and Senior Vice President

Applicable Statutes/Regulations

Massachusetts Earned Sick Time Law, M.G.L. c. 149 § 52B

Revision

The University reserves the right to change this policy from time to time. Proposed changes will normally be developed by those responsible for the policy with appropriate stakeholders. The approval entities have sole authority to approve changes to this policy.

Review Cycle

TBD