

## Get Your Acts Together, Act III: VESSA

**VESSA** (the Victims' Economic Security and Safety Act) is an Illinois law that protects "victims of domestic violence, dating violence, sexual assault, or stalking," who "too often suffer adverse consequences in the workplace as a result of their victimization."

VESSA applies to employers with 15 or more employees, the State of Illinois, and any unit of local government or school district.

An employee may take unpaid leave to:

1. Seek medical attention for, or recovery from, physical or psychological injuries caused by domestic or sexual violence to the employee or employee's family or household member;
2. Obtain victim services for the employee or employee's family or household member;
3. Obtain psychological or other counseling for the employee or the employee's family or household member;
4. Participate in safety planning, including temporary or permanent relocation or other actions to increase the safety of the victim from future domestic or sexual violence; or
5. Seek legal assistance to ensure the health and safety of the victim, including participating in court proceedings related to the violence.

Employers with 15-49 employees must provide up to 8 weeks of VESSA leave per year.  
Employers with 50 or more employees must provide up to 12 weeks.

### **Notice Requirement**

Employers of 15 or more employees must post a notice in their workplace summarizing the requirements under the Act. This notice is part of the IDOL poster and can be found [here](#).