

**PERSONNEL SERVICES**

**Policy 4322**  
**(Regulation 4322)**

**Absences, Leave and Vacation**

**Domestic/Sexual Violence Victim Leave**

The District will provide unpaid leave for employees who become victims of domestic or sexual violence and for an employee whose family or household member becomes a victim of domestic or sexual violence. Eligible employees will receive up to two (2) weeks of unpaid leave during any twelve-month period. Such leave may be taken intermittently or on a reduced work schedule. Employees seeking leave under this policy must provide their supervisor with at least forty-eight (48) hours' advance notice, if practicable, of their intent to take leave under this policy. When an unscheduled absence occurs, the employee must, within reasonable period after the absence, provide certification of the approved reason for the leave as provided in this policy. Employees returning from leave under this policy, will be restored to the position held prior to leave or to an equivalent position with equivalent benefits, pay and other terms and conditions of employment.

*[Districts employing 20-25 employees need to provide one week of unpaid leave].*

\*\*\*\*\*

August 2021, Copyright © 2021 Missouri Consultants for Education, LLC