DATING ABUSE @ WORK: What Are My Rights?

A KNOW YOUR RIGHTS GUIDE
WHAT IS DATING ABUSE? DATING ABUSE is a pattern of controlling, insulting and sometimes violent behavior in casual or serious dating relationships. The abuse happens again and again, and it could get worse over time. However, even one incident of dating violence is NOT okay, and help is available. Dating abuse affects people regardless of age, race, class, gender or sexual orientation. It can also be referred to as domestic violence or intimate partner abuse.

THERE ARE VARIOUS TYPES OF ABUSE THAT PEOPLE EXPERIENCE. ALL TYPES OF ABUSE AREN'T ALWAYS PRESENT IN EACH RELATIONSHIP.

Day One uses the pronoun “they” in place of “he” or “she” in order to respect people of all genders reading these guides.

TYPES OF ABUSE THESE ARE JUST SOME OF THE MANY WAYS A PERSON CAN BE ABUSIVE.

ABUSE CAN INCLUDE: verbal, emotional, physical, sexual, technological and financial abuse, as well as stalking.

HOW COULD DATING ABUSE IMPACT ME AT WORK?

- Follows you to and from work or shows up there without your permission
- Verbally or physically assaults you at work
- Tries to get you fired by telling your boss or coworkers lies about you
- Calls you at work constantly or harasses your coworkers
- Makes you leave or skip work through threats or intimidation
- Accuses you of cheating with someone at work or lying about work to see someone else
- Forces/Pressures you to work at or near their job to monitor you

Call Day One at 800.214.4150 to talk about options, text us at 646.535.DAY1 (3291) or email us at info@dayoneny.org. IT'S FREE AND CONFIDENTIAL.
If any of these things are happening or happened in your relationship, you might be eligible for "REASONABLE ACCOMMODATIONS" at work. Reasonable accommodations are changes that your employer must make so that you can do your job and still be safe.

**IT IS ILLEGAL IN NEW YORK STATE FOR YOU TO LOSE YOUR JOB BECAUSE OF DATING ABUSE OR DOMESTIC VIOLENCE**, but to get the reasonable accommodation you first have to tell your boss about the abuse.

**BEFORE YOU TELL YOUR BOSS**, think about whether you have had performance issues at work that you need to explain and what reasonable accommodations you will ask for. While it is illegal for your boss to fire you because of dating violence, **YOU CAN STILL BE FIRED FOR UNEXPLAINED POOR PERFORMANCE LIKE TARDINESS, MISSING WORK, OR NOT GETTING YOUR WORK DONE**. Ask a trusted person or an advocate to help you practice how you will tell your boss about the abuse.

**IMPORTANT NOTE**: If you are an undocumented immigrant, you are still protected by many of these laws. However, we recommend that you **TALK TO AN ADVOCATE** to explore all your options before approaching your boss.

**WHAT WILL HAPPEN AFTER I TELL MY BOSS ABOUT ABUSE?**

YOUR EMPLOYER IS REQUIRED TO KEEP THE INFORMATION THAT YOU SHARE WITH THEM CONFIDENTIAL. ANY DISCLOSURE OF YOUR PERSONAL INFORMATION MUST BE ON A “NEED-TO-KNOW” BASIS AND WITH YOUR CONSENT.

If you have questions about this, like what rights your boss has to disclose your personal information, you should consult with a lawyer before making any decisions.

If your boss asks you to bring proof of the abuse in order to make an accommodation for you, and you work in New York City and Westchester County you can provide the following:

- Police or court documents
- A letter from any professional that is working with you, like an advocate, lawyer, clergy member or medical professional
- Other documents that show you are a survivor of dating abuse
WHAT ARE SOME REASONABLE ACCOMMODATIONS I CAN ASK FOR?

You can ask for REASONABLE ACCOMMODATIONS to address abuse that you’re experiencing which impacts your work.

Some examples include:

• **Time off of work** to go to court to get an order of protection, meet with a prosecutor or testify in a case.
• **Time off work** to take care of any physical, emotional or psychological injuries you experienced as a result of abuse. You must have a “serious medical condition” to take extended time off work.
• **Changes to your schedule** or phone extension.
• **Transfer to a different desk or site** if your workplace has multiple locations.
• **Assistance from security** to screen for the person abusing/

WHAT IF THE PERSON HARASSING OR ABUSING ME IS A CUSTOMER, MY COWORKER OR MY BOSS?

Your company has a LEGAL OBLIGATION to create a workplace environment that is free from discrimination, harassment and abuse. This includes making sure the workplace is free of “jokes” or behaviors that are racist, sexist, or homophobic (in New York) or make you feel uncomfortable based on who you are, including where you were born, religion, disability, etc.

NO MATTER WHO THE PERSON IS THAT IS MAKING YOU UNCOMFORTABLE.

YOU CAN ASK FOR REASONABLE ACCOMMODATIONS!
Firing you because of dating abuse **MAY BE ILLEGAL**, and there are some steps you can take to try and protect your job.

**YOU CAN TRY ANY OF THE FOLLOWING:**

- **Talk to your employer** yourself to let them know it’s illegal to fire you for being a survivor.
- **Bring in a letter** explaining the law. You can contact a lawyer or go to [www.legalmomentum.org](http://www.legalmomentum.org) for a sample letter you can adapt to bring to your boss.
- **Talk to your union representative** if you have one.
- **File a complaint.** More info on filing a complaint is below.
- **Apply for unemployment benefits.** You will have to prove that you left/were fired because of the abuse.

**READ MORE INFORMATION AT: [WWW.LABOR.NY.GOV](http://WWW.LABOR.NY.GOV)**

Different states and cities have different protections, so please check with a lawyer to make sure you **KNOW YOUR RIGHTS**.
Day One helps young people recognize the signs of abusive relationships, so they can make healthier choices from day one of dating.

We provide legal and social services, educational workshops and organizing opportunities to teens and young adults aged 24 and under who are experiencing intimate partner abuse. You do not need the permission of a parent or adult for any of the services that we offer. Everything you discuss with Day One will be kept confidential. If you or someone you know needs help, call us toll free at 800.214.4150, check us out online at www.dayoneny.org, text us at 646.535.DAY1 (3291) or email us at info@dayoneny.org.