

WAC 357-31-730 When an employee or the employee's family member is a victim of domestic violence, sexual assault, stalking, or hate crime, and the employee is seeking to use accrued leave or unpaid leave, what verification may the employee be required to submit? (1)

When an employee or the employee's family member as defined in chapter 357-01 WAC, is a victim of domestic violence, sexual assault, stalking, or hate crime as defined in RCW 49.76.020, and the employee is seeking to use their accrued leave or take leave without pay the employer may require that the request be supported by verification. An employee may satisfy the verification requirement by providing the employer with one or more of the following:

(a) A police report indicating that the employee or the employee's family member was a victim of domestic violence, sexual assault, stalking, or hate crime;

(b) A court order protecting or separating the employee or employee's family member from the perpetrator of the act of domestic violence, sexual assault, stalking, or hate crime;

(c) Evidence from the court or prosecuting attorney that the employee or the employee's family member appeared, or is scheduled to appear, in court in connection with a case involving domestic violence, sexual assault, or stalking;

(d) An employee's written statement that the employee or the employee's family member is a victim of domestic violence, sexual assault, stalking, or hate crime; or

(e) Documentation that the employee or the employee's family member is a victim of domestic violence, sexual assault, stalking, or hate crime, from any of the following persons from whom the employee or employee's family member sought assistance in addressing the domestic violence, sexual assault, stalking, or hate crime: An advocate for victims of domestic violence, sexual assault, stalking, or hate crime; an attorney; a member of the clergy; or a medical or other professional.

(2) If the victim of domestic violence, assault, stalking, or hate crime, is the employee's family member, as defined in chapter 357-01 WAC, verification of the familial relationship between the employee and the victim may include but is not limited to: A statement from the employee; a birth certificate; a court document; or other similar documentation.

[Statutory Authority: RCW 41.06.133, 49.46.210, 49.76.010, 49.76.020, 49.76.030, 49.76.040, 49.76.060, and 49.76.115. WSR 25-24-063, s 357-31-730, filed 12/1/25, effective 1/1/26. Statutory Authority: Chapter 41.06 RCW. WSR 09-03-013, § 357-31-730, filed 1/9/09, effective 2/13/09; WSR 08-15-043, § 357-31-730, filed 7/11/08, effective 10/1/08.]