

Andrew Gordon Discusses PTO Options for Employers when Dealing with Workers Affected by Domestic Violence

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Hinshaw partner Andrew Gordon discussed in *SHRM Magazine* paid time off (PTO) options for employers to use in situations where workers are victims of domestic violence. The article is titled “How Companies Can Support Victims of Domestic Violence.” October is Domestic Violence Awareness Month.

Gordon explained that employers can choose to provide voluntary PTO to workers in such circumstances. He also noted that many states - including Florida - have laws that require employers to offer time off to employees who are victims of domestic violence or sexual violence. Companies have discretion about whether this leave is with or without pay.

“In some situations, employees may be able to utilize the Family and Medical Leave Act [FMLA] when impacted by domestic violence or sexual violence, depending on whether the nature of their or their family members’ injuries from the domestic violence or sexual violence constitutes a ‘serious health condition’ under the FMLA,” he added. “However, such leave is unpaid under the FMLA.”

“How Companies Can Support Victims of Domestic Violence” was published by *SHRM* on October 21, 2022.

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