

Diagram

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**Bill Purpose**

A survivor of domestic, dating, sexual, or stalking violence who leaves work, or is unable to work, or separated from employment due to circumstances directly relating to that violence will still be eligible for unemployment benefits when the survivor:

* Fears violence at or en route to workplace
* Wishes to relocate to another geographic area to avoid violence to themselves, their family, or co-workers
* Finds it necessary for future safety and health of themselves, their family, or co-workers

Survivors will provide documentation: police, court records; sworn statement; statement from shelter worker, attorney, healthcare provider, clergy.

The benefits are charged against the state’s pooled account, not an employer’s account.

Employees of the KY Office of Unemployment Insurance will be trained on domestic, dating, sexual, and stalking violence and benefits applications.

The Secretary will send an Annual Report to LRC of the number of claims filed.

Legislative

**Fact Sheet**

**AN ACT Relating to   
Unemployment Insurance Protections For**

**Survivors Of Domestic, Dating,   
Sexual, and Stalking Violence**

*Sponsored by: Representatives Kulkarni and Heavrin*

**For more information   
about this bill, contact   
  
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Sexual Assault Programs**

**Bill Summary**

**This bill amends KRS 341.350-370 and 341.125 to provide much-needed protections to survivors of domestic, dating, sexual, and stalking violence who lose their jobs due to abuse.**

**Why are these protections needed?**

Logo

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Nationally, *1 in 6 women* experiences stalking in her lifetime, and *61.5%* of cases are   
Intimate Partner Violence related.

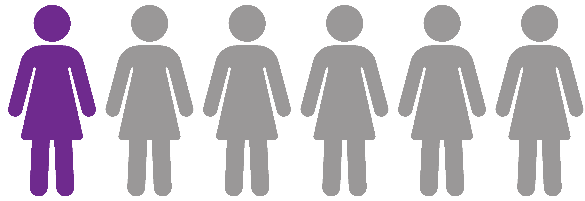
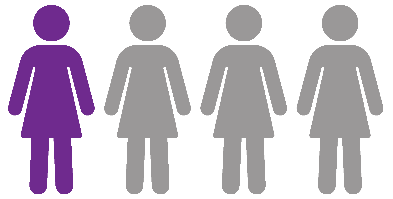
For men, *1 in 19* will experience stalking with

*43%* of stalking cases related to Intimate Partner Violence.

In Kentucky, **1 in 4 women** experiences stalking in her lifetime, with

**71%**

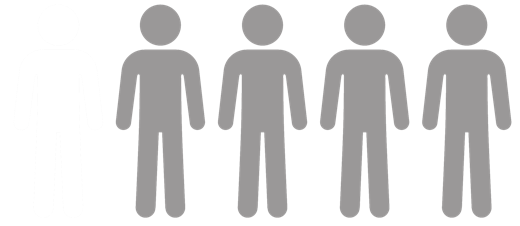
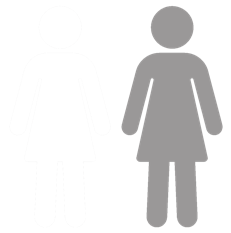
being related to Intimate Partner Violence1.



Nearly 1 in 2 women (39.1%)

and 1 in 5 men (18.3%)

in Kentucky reported experiencing contact sexual violence at some point in their lives1.



Nationally, intimate partner violence, or partner abuse, impacts *1 in 4 women* and *1 in 9* men in their lifetime.

In Kentucky that number rises to   
**1 in 3 women** and

**1 in 8 men** experience partner abuse each year2.

**21%**

of full time employed adults reported being victims of domestic violence3.

Multiple studies indicate that unemployment is often related to the domestic violence in a relationship4.

**How do perpetrators sabotage survivors’ employment?**

* Perpetrators of domestic, dating, sexual, and stalking violence **interfere with survivors’ employment** in a number of ways and often **cause job loss by direct interference and harassment** at the workplace but also **indirectly through physical abuse and controlling behavior, sabotaging transportation or childcare, and through the physical and emotional impact** of violence.
* Abusers use a **range of tactics that can disrupt** an employed victim’s ability to get to work or perform on the job, as well as disrupt victim’s coworkers or customers5.
* Such tactics can **lead to increased absenteeism, tardiness, reduced productivity, work distraction, and job loss**6.
* In one survey, **83 percent of domestic violence survivors reported their ability to work was negatively impacted by an abusive partner**, including missed raises or promotions, missing days of work, or losing a job. Seventy-nine percent of victims experiencing abusive behavior that affected their work reported being late to work because of interference from abusers7.
* **Between 10% and 50% of domestic violence victims indicate they were forced to change or quit their jobs or leave school** to keep themselves safe or because of problems due to the abuse7,8.
* Nearly **10% of stalking victims are forced to change or quit their jobs or leave school** to keep themselves safe and stop the behavior8.
* Employed survivors stalked by either intimate partners or others experienced **twice as many tactics and were pursued three times longer than unemployed survivors.** Women who were stalked by a violent partner were significantly more susceptible to on-the-job harassment and employment problems than women with abusive partners who were not stalked9.
* Seventy-two percent of acquaintance stalking victims who were sexually harassed and/or assaulted by the stalker reported they had also been harassed at their job by the stalker; 24% experienced difficulty getting to or staying at work because of the stalker; and 75% had job performance problems due to the stalking. Further, 34.5% experienced problems at work because of the stalker, and 9.2% lost a job because of the stalking10.
* Over nineteen percent of adult female rape victims and 9.7% of adult male rape victims reported that their victimization caused them to lose time from work11.
* Abusers **sabotage victim employment** but also employment opportunities such as the ability to get new jobs, promotions, change careers, networking and their reputation which can have long-last harmful effects on careers12.
* Women who experience domestic violence typically **experience employment instability for up to** **six years** after the abuse occurs13.
* **Across the nation:** 39 states and Puerto Rico, US Virgin Islands and Washington D.C. have enacted legislation, regulations, policies or interpretation of these which protect survivors’ rights to unemployment benefits14.

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