

Time Off and Child Care

The COVID-19 pandemic has revealed what survivors of domestic and sexual violence have always known: paid leave, flexible scheduling, and access to childcare are critical lifelines that allow workers the ability to attend to personal or family health and safety needs without losing income.

- Survivors, especially those who are paid low wages, face job-related economic and safety barriers every day.
- For workers surviving violence without the benefit of paid leave in order to access medical, legal, or counseling services, the threat of COVID-19 further exacerbates their economic insecurity.
- Although some states and local jurisdictions have enacted paid leave policies, the vast majority of survivors face the impossible choice between their safety and a paycheck.
- As school districts nationwide close to slow the spread of COVID-19, many workers who are survivors may be forced to leave their jobs in order to care for their families.

Through the [Families First Coronavirus Relief Act \(FFCRA\)](#), some survivors may be eligible for paid emergency sick leave and/or extended family leave so please be sure that employees are aware of FFCRA and how they need to apply for the respective benefits.

Source: Workplaces Respond to Domestic and Sexual Violence, WHEN WORK IS SAFER THAN HOME, Supporting Workers Experiencing Violence during the Pandemic,
<https://www.workplacesrespond.org/page/covid19/>