

**WAC 296-135-020 Reasons for taking leave.** An employee may take leave under these rules to:

(1) Seek legal or law enforcement assistance or remedies to ensure the employee's or family member(s)' health and safety including, but not limited to, preparing for, or participating in, any civil or criminal legal proceeding related to or derived from domestic violence, sexual assault, or stalking. "Related to or derived from" means any civil or criminal legal proceeding that is triggered, in whole or in part, by an act of domestic violence, sexual assault, or stalking against any employee or family member covered by these rules.

**Note:** Whether a legal proceeding is "related to or derived from" domestic violence, sexual assault, or stalking depends on the facts and must be reviewed on an individual basis.

(2) Seek treatment by a health care provider for physical or mental injuries caused by domestic violence, sexual assault, or stalking.

(3) Attend to health care treatment for a victim who is the employee's family member.

(4) Obtain, or assist the employee's family member(s) in obtaining, services from:

(a) A domestic violence shelter; or

(b) A rape crisis center; or

(c) A social services program for relief from domestic violence, sexual assault, or stalking.

(5) Obtain, or assist a family member in obtaining, mental health counseling related to an incident of domestic violence, sexual assault, or stalking, in which the employee or the employee's family member was a victim of domestic violence, sexual assault, or stalking.

(6) Participate, for the employee's own self or for the employee's family member(s), in:

(a) Safety planning; or

(b) Temporary or permanent relocation; or

(c) Other actions to increase the safety from future incidents of domestic violence, sexual assault, or stalking.

[Statutory Authority: Chapter 49.76 RCW and 2008 c 286. WSR 10-14-099, § 296-135-020, filed 7/6/10, effective 9/1/10.]