

Interpersonal violence leave

2-56.1(1) In this section:

(a) “**interpersonal violence**” means interpersonal violence as [defined](#) in *The Victims of Interpersonal Violence Act*;

(b) “**victim**” means:

(i) an employee;

(ii) a child of an employee;

(iii) a person for whom an employee is a caregiver, regardless of whether the person and the employee have lived together at any time.

(2) An employee is entitled to a leave of up to 10 days in a period of 52 weeks, which the employee may choose to take intermittently or in one continuous period, if a victim is subjected to interpersonal violence by:

(a) a person who has been or who is in a family relationship, spousal relationship, intimate relationship or dating relationship with the employee, regardless of whether they have lived together at any time;

(b) a person who is the parent of one or more children with the employee, regardless of their marital status or whether they have lived together at any time;

(c) a person who is in an ongoing caregiving relationship with the employee, regardless of whether they have lived together at any time; or

(d) any other person prescribed in the regulations.

(3) Leave pursuant to this section may be taken for one or more of the following purposes:

(a) to seek medical attention for a victim with respect to a physical or psychological injury or disability caused by interpersonal violence;

(b) to obtain services from a victim services organization;

(c) to obtain psychological or other professional counselling;

(d) to relocate temporarily or permanently;

(e) to seek legal or law enforcement assistance, including preparing for or participating in any civil or criminal legal proceeding related to or resulting from the interpersonal violence;

(f) any other prescribed purpose.

(4) For the purposes of calculating when an employee’s period of leave has been fully used in accordance with this section, only the periods during which the employee is on leave are to be used in making the calculation and not the periods during which the employee has returned to work.

(5) An employer must:

(a) maintain confidentiality respecting all matters that come to the employer’s knowledge in relation to leave taken by an employee pursuant to this section; and

(b) not disclose information relating to the leave to any person except:

(i) employees or agents of the employer who require the information to carry out their duties; or

(ii) with the consent of the employee to whom the leave relates.

(6) A person to whom information is disclosed pursuant to clause (5)(b) must not disclose it to any other person unless it is to be used for the purpose for which it was originally disclosed or for a different purpose authorized by that clause.

(7) If the employer so requires, the employee shall provide written evidence issued by persons identified in [subsection 12.4\(4\)](#) of *The Victims of Interpersonal Violence Act* to verify the circumstances of the leave.

