



**BOARD POLICIES**

<p><b>DIVISION</b>          II. College Employees</p>	<p><b>POLICY NUMBER</b>          2.01.05 [1]</p>
<p><b>CATEGORY</b>          2.01.05 Victims Economic Security and Safety Act (VESSA)</p>	<p><b>DATE</b>          Adopted 3/2012          Revised 10/2018</p>

2.01.05 VICTIMS ECONOMIC SECURITY AND SAFETY ACT (VESSA)

The Illinois Victims Economic Security and Safety Act (VESSA), (820 ILCS 180/20 et seq.), is designed to promote the State’s interest in reducing domestic violence, dating violence, sexual assault, and stalking by enabling victims of domestic or sexual violence to maintain the financial independence necessary to leave abusive situations, achieve safety, and minimize the physical and emotional injuries from domestic or sexual violence and to avoid, and reduce the devastating economic consequences of domestic or sexual violence to employees. It gives employees the right to 12 weeks unpaid leave (accrued benefits may be used to remain in paid status) in any rolling 12-month period for which eligibility criteria have been met.

Employees are entitled, on return from leave, to be restored to the position held by the employee when the leave commenced or to an equivalent position with equal pay, benefits and other conditions of employment.