

NEW YORK UNIVERSITY POLICY ON DOMESTIC VIOLENCE PROCEEDING LEAVE

Effective Date of Policy:

September 1, 2008 (in effect under law: December 13, 2007)

Issuing Authorities:

Michael C. Alfano, Executive Vice President; David W. McLaughlin, Provost

Responsible Officers:

Katie Casey, Vice President for Human Resources; Jane Tylus, Vice Provost for Academic Affairs

I. PURPOSE OF POLICY

The purpose of this policy is to comply with the provisions of Section 215.14 of the New York State Penal Law, which prohibits employers from penalizing eligible employees for taking leave to participate in a domestic violence proceeding.

II. TO WHOM THIS POLICY APPLIES

This policy applies to all employees who are employed by New York University. Such employees are deemed “eligible”.

III. POLICY STATEMENT

Any employee who is the victim of a domestic violence offense or has witnessed a domestic violence offense may be granted, upon request, unpaid time off to appear as a witness, consult with the district attorney, or exercise his or her rights provided in criminal procedure law, the family court act, or the executive law, provided that the request is made prior to the date of the absence. The employee must provide verification of the employee’s service from the party who sought the employee’s attendance or testimony.

IV. RETALIATION

Retaliation against an employee for requesting or obtaining such a leave is prohibited.

***DISCLAIMER:** This Policy does not form a contract of any kind and can be modified at the discretion of New York University or in accordance with the law without notice.*