

**SURVIVOR STATE EMPLOYMENT GUIDE****ALABAMA****INTRODUCTION**

The resource below is for informational purposes only and may not reflect new protections enacted after its publication date. While this resource is not intended to provide legal advice, it can be used as a starting point to guide you in identifying workplace protections for survivors of domestic violence, sexual assault, and stalking in your state. Note that in addition to possible other protections enacted since this resource was last updated, there may be local or federal protections available. Employers may also provide additional protections that may be reflected in employee handbooks or policies.

**ANTI-DISCRIMINATION PROTECTIONS**

At the time of publication, Alabama law does not provide anti-discrimination workplace protections for survivors of domestic violence, sexual assault, or stalking. Note that federal law, local law and/or employers' internal policies may provide other applicable protections.

**REASONABLE ACCOMMODATIONS**

At the time of publication, Alabama has not enacted a state law affording reasonable accommodations for domestic violence, sexual assault, or stalking. However, individuals may be eligible for reasonable accommodations under other laws or policies, including those that might afford reasonable accommodations for a disability related to domestic violence or sexual assault. Note that federal law, local law and/or employers' internal policies may provide other applicable protections.

**LEAVE/TIME OFF WORK**

In Alabama ([Ala. Code § 15-23-81](#)), crime victims can respond to a subpoena to testify in a criminal proceeding or participate in reasonable preparation for a criminal proceeding without losing their job or experiencing threats, intimidation or fear they may lose their job. For this section of the law ([Ala. Code § 15-23-60](#)), a crime victim is defined as a person who has had a criminal offense committed against them or the spouse, sibling, parent, child, or guardian of someone who has been killed or is incapacitated, unless that person is in custody or is the accused. At the time of publication, Alabama law does not require employers to provide paid or unpaid sick leave or leave to address domestic violence, sexual assault or stalking.

Note that individuals may also be eligible to take time off under their employer's policy, including vacation time, sick time, and personal days, under other state laws or protections, or under federal protections such as the Family and Medical Leave Act, which may afford unpaid leave for a severe medical condition.

**UNEMPLOYMENT INSURANCE**

At the time of publication, Alabama hadn't enacted a state law regarding unemployment insurance for domestic violence, sexual assault, or stalking. Please consult federal law.