

SURVIVOR STATE EMPLOYMENT GUIDE

IOWA

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, Iowa law does not provide general anti-discrimination workplace protections for survivors of domestic violence, sexual assault, or stalking. However, under Iowa law (**Iowa Code 915.23**), an employer cannot discriminate against an employee who is serving as a witness in a criminal case or as plaintiff, defendant, or witness in a civil proceeding under state law. Note that federal law, local law and/or employers' internal policies may provide other applicable protections.

REASONABLE ACCOMMODATIONS

At the time of publication, Iowa 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

At the time of publication, Iowa law does not require employers to provide paid or unpaid sick leave, leave to address domestic violence, sexual assault, or stalking, or leave to participate in the justice system as a crime victim.

Note that individuals may also be eligible to take time off under their employer's policy, including vacation time, sick time, 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

Iowa law does not explicitly provide that victims of domestic violence, sexual assault or stalking are eligible for unemployment insurance if they voluntarily separate from their employment as a result of domestic violence, sexual assault or stalking. However, under Iowa law (**Iowa Code 96.5(f)**), if a person takes a period of leave (for up to ten working days, or possibly longer if permitted by the employer) for "compelling personal reasons" which had been disclosed to the employer prior to the leave and then, upon their attempted to return to work the person's regular or comparable work is not available then that person will not be disqualified from unemployment insurance benefits. In some circumstances, survivors of domestic violence, sexual assault or stalking may be able to access unemployment insurance benefits under this provision.