

SURVIVOR STATE EMPLOYMENT GUIDE

KENTUCKY

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, Kentucky 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, Kentucky 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, Kentucky does not have a state law regarding unpaid or paid sick leave or job-protected leave from work for domestic violence, sexual assault, or stalking.

- **Time Off for Crime Victims:** Under Kentucky law ([Ky. Rev. Stat. Ann. 421.500\(8\)](#)), a victim or witness of a crime can request law enforcement agencies and attorneys for the Commonwealth help them tell their employer that they will be absent from work because of their involvement in the case. However, this is only suggestive and does not protect survivors from any potential retaliation or discrimination by their employer.

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, Kentucky has not enacted a state law regarding unemployment insurance protections for domestic violence, sexual assault, or stalking. Please consult federal law and your employer's internal policies.