

SURVIVOR STATE EMPLOYMENT GUIDE

OKLAHOMA

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 employment handbooks or policies.

ANTI-DISCRIMINATION PROTECTIONS

At the time of publication, Oklahoma 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. employers' internal policies.

REASONABLE ACCOMMODATIONS

At the time of publication, Oklahoma had 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, Oklahoma 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. However, under Oklahoma law (**Okla. Stat. Tit. 21, § 142A-2 (A)(8)**), employers are encouraged not to take adverse actions against crime victims for missing work to testify or provide that the victim may ask for assistance in explaining to an employer the need to attend court ("employer intercession services").

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

Under Oklahoma law (**Okla. Stat. § 40-2-210**), an individual may be eligible for benefits if they separated from work due to compelling family circumstances, which includes if the claimant separated from employment due to domestic violence or abuse which causes the individual to reasonably believe that the individual's continued employment would jeopardize the safety of the individual or of any member of the individual's immediate family. "Immediate family" means the claimant's spouse, parents, and minor children. .

- *Do I need to show proof of domestic violence?* Yes, the domestic abuse must be verified by any reasonable or confidential documentation.