

SURVIVOR STATE EMPLOYMENT GUIDE**UTAH****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, Utah law does not provide anti-discrimination workplace protections for survivors of domestic violence, sexual assault, or stalking. However, it is illegal for an employer to deprive an employee of employment or threaten or otherwise coerce the employee regarding employment because the employee attends a deposition or hearing in response to a subpoena. ([Utah Stat. Ann § 78B-1-132](#))

Note that federal law, local law and/or employers' internal policies may provide other applicable protections.

REASONABLE ACCOMMODATIONS

At the time of publication, Utah 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, Utah 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, it is illegal for an employer to deprive an employee of employment or threaten or otherwise coerce the employee regarding employment because the employee attends a deposition or hearing in response to a subpoena. ([Utah Stat. Ann § 78B-1-132](#))

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

Utah 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 the domestic violence, sexual assault or stalking. However, under Utah law ([Utah Stat. Ann. 35A-4-405\(1\)\(b\)](#)) a person may not be disqualified from unemployment benefits for voluntarily separating from their employment if they did so "under circumstances where it would be contrary to equity and good conscience to impose a disqualification." It may be possible for survivors of domestic violence, sexual assault or stalking who leave their employment to establish this exception to disqualification.