

**SURVIVOR STATE EMPLOYMENT GUIDE****WYOMING****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, Wyoming law does not provide anti-discrimination workplace protections for survivors of domestic violence, sexual assault, or stalking. However, under Wyoming law (**Wyo. Stat. Ann. §§ 1-40-209**) a crime victim or witness cannot be subjected to any changes in the terms of their employment for responding to a subpoena in the criminal matter by the prosecutor or defense attorney. Note that federal law, local law and/or employers' internal policies may provide other applicable protections.

**REASONABLE ACCOMMODATIONS**

At the time of publication, Wyoming 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, Wyoming 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 Wyoming Law (**Wyo. Stat. Ann. §§ 1-40-209**), a victim or witness who responds to a subpoena from either the prosecution or defense in a criminal case during working hours shall not suffer any change in terms of employment solely because of the act of responding to a subpoena. Additionally, a victim or witness is able to request employer intercession services from law enforcement agencies, the prosecuting attorney, or defense attorney.

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 Wyoming Law (**Wyo. Stat. § 27-3-311**), an individual is eligible for unemployment compensation if "forced to leave the most recent work as a result of being a victim of documented domestic violence."