



Employee Support Available through the Illinois Victims' Economic Security and Safety Act (VESSA)

What is VESSA?

The Illinois [Victims' Economic Security and Safety Act](#) (VESSA) provides an employee who is a victim of domestic, sexual violence, sexual harassment, stalking and/or gender-based violence, or an employee who has a family or household member who is a victim of domestic, sexual violence, sexual harassment, stalking and/or gender-based violence with up to twelve weeks of unpaid leave to address issues arising from domestic, sexual or gender-based violence.

The City's VESSA policy allows for eligible employees to receive up to four weeks of paid leave and an additional eight weeks of unpaid leave to seek medical help, legal assistance, counseling, safety planning, and other assistance.

Who is eligible?

- City employees who are victims of domestic, sexual violence, sexual harassment, stalking and/or gender-based violence at work or outside of work.
- City employees who have a family or household member who is a victim of domestic, sexual violence, sexual harassment, stalking and/or gender-based violence.

How can I request assistance under the City's VESSA Policy?

City of Chicago employees can request time off or seek an accommodation through the City's VESSA Policy.

You can find the forms and more information on the Policy at https://www.chicago.gov/city/en/depts/dhr/supp_info/vessa.html.

You can also contact your department's Human Resources Liaison or the Department of Human Resources (DHR) by calling (312) 744-4224. If you aren't sure who your Liaison is, you can ask a supervisor or reach out to DHR.

How much leave time will be granted?

The City's VESSA policy allows for eligible employees to be granted up to four weeks of paid leave and an additional eight weeks of unpaid leave for a total of up to twelve weeks within a twelve-month period. VESSA leave may be taken intermittently.

What do accommodations look like?

Accommodations include, but are not limited to, an adjustment to the job tasks, workplace facility, or telephone number as well as seating assignment.

What information will I have to provide?

You will be asked to provide information supporting your request, such as documentation from a victim services organization, attorney, or health care provider, a police report, court order or other corroborating written evidence of the need for leave or an accommodation.

We understand that these incidents of violence are extremely traumatic and will support employees need to take time for healing, mandated court appearances, and overall time away to get the support needed.

Confidentiality

The City of Chicago will protect the confidentiality of information provided as part of a VESSA leave.

Who can I contact with questions?

City of Chicago Department of Human Resources
Diversity and Equal Employment Opportunity Division
121 North LaSalle Street, Room 1100
Chicago, Illinois 60602
Phone: (312) 744-4224
Email: eeodiversity@cityofchicago.org

If you or someone you know needs help, the following resources are free and confidential:

IL Domestic Violence Hotline is available 24 hours a day. Call or text 1-877-863-6338

Chicago Rape Crisis Hotline is available 24 hours a day. Call 888-293-2080. Text and Chat services available: Monday-Friday 9:00am – 5:00-pm CST.

To learn more about the City's efforts to strategically address gender-based violence, visit Chicago.gov/GBV