

RIGHTS AND ASSISTANCE FOR VICTIMS OF DOMESTIC VIOLENCE, SEXUAL ASSAULT, AND STALKING

Your Right to Take Time Off: The City of San Diego Earned Sick Leave and Minimum Wage Ordinance requires employers to provide earned sick leave and a minimum wage to employees who work in the geographic boundaries of the City of San Diego. An employee may use earned sick leave for the use of “**safe time**,” which includes time away from work that is necessary due to domestic violence, sexual assault, or stalking.

- You have the right to seek medical attention needed to recover from physical or psychological injury or disability caused by domestic violence, sexual assault, or stalking.
- You have the right to seek services from a victim services organization and counseling.
- You may use paid sick leave to relocate your residence due to domestic violence, sexual assault, or stalking.
- You are entitled to time off to seek legal services, including preparing for or participating in any civil or criminal legal proceeding related to or resulting from domestic violence, sexual assault, or stalking.
- You can take time off to seek a restraining order or other court order.
- You may use safe time for yourself or a family member, including your child, spouse, domestic partner, parent, grandparent, grandchild, sibling, or the child or parent of your spouse or domestic partner.
- You have the right to be free from retaliation. Your employer cannot treat you differently or fire you because you asked for leave time to get help.

Help and Assistance for Victims: The San Diego Family Justice Center (SDFJC) provides help and hope to women, men and children who are the victims of domestic violence, sexual assault and sex trafficking. The SDFJC helps transition victims into survivors by providing on site comprehensive services.

Services Include: Legal Assistance: DV Restraining Orders, Sex Trafficking, Immigration Law, Family Law; Advocacy: Safety Planning, Self-Care Tools, Healthy Relationship Information, Cal VCB Applications; Counseling (adult, child, and group); Professional Clothing & Overnight Essentials; Assistance in finding emergency housing, shelter, and pet relocation; Family Resource Center: Cal Works, Cal Fresh; Head Start programs; Forensic medical examinations; Clients may speak to a SDPD Domestic Violence Detective and/or Prosecutor on the SDFJC’s premises.

Information on the SDFJC can be found at www.sandiego.gov/sandiegofamilyjusticecenter or by calling 866-933-HOPE. The SDFJC is located at 1122 Broadway, 2nd Floor. Appointments are not necessary for walk ins to the SDFJC. Hours of operation are Monday- Friday, 8 a.m. to 5 p.m.

How to File a Complaint: You can file a complaint with the Minimum Wage Program against your employer if he/she retaliates or discriminates against you, if you are denied the use of earned sick leave for safe time, or not provided earned sick leave. Information regarding the complaint process can be found on the Minimum Wage Program’s website at www.sandiego.gov/minimumwage or by calling (619) 615-1565.