

[PLACE ON YOUR ORGANIZATION'S LETTERHEAD]

[DATE]

The Honorable Hannah Beth Jackson  
California State Senate, District 19  
State Capitol, Room 5080  
Sacramento, CA 95814

Re: SB 400 (Jackson) Employment Protections for Victims – Support

Dear Senator Jackson:

I am writing to express the support of (*insert organization name here*) for Senate Bill 400, which will protect the employment of survivors of domestic violence, sexual assault, and stalking.

Domestic violence, sexual assault, and stalking often impede the ability of victims to maintain employment. Studies show alarming rates of job loss and other problems at work due to abuse. According to the Government Accountability Office, nearly 25% of victims who lost a job did so, at least in part, because they were victims of domestic violence, sexual assault, or stalking. According to a recent study conducted by The Legal Aid Society – Employment Law Center's Project SURVIVE, nearly 40% of survivors reported they were fired or feared being terminated due to domestic violence.

Domestic violence, sexual assault, and stalking victims often face severe economic barriers when attempting to leave their perpetrators. The ability to retain a job and become economically independent is vital for escaping a violent environment and becoming self-sufficient. Additionally, when victims fear adverse employment actions, they are also more hesitant to report to and work with the law enforcement officials who investigate these crimes. Firing an employee who discloses that she/he is a victim of domestic or sexual violence or stalking undermines California public policy to protect the economic independence and safety of victims, and to encourage reporting of safety concerns in the workplace without fear of retribution.

We support protecting survivors against discrimination or retaliation for requesting an accommodation to protect both the safety of their workplace and themselves. We support safety for survivors and all employees in the workplace. We support strengthening businesses' ability to prevent future violence.

Thank you for authoring this important legislation.

Sincerely,

[name of organization]

Cc: California Partnership to End Domestic Violence via Fax: (916) 444-7165