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Testimony in Support of Senate Bill 378

**Presented to the Senate Judiciary Committee
By Amanda Voth, Assistant Solicitor General**

February 10, 2016

Chairman King, members of the Committee, thank you for this opportunity to testify in support of SB 378.

The Attorney General wholeheartedly supports this bill. This legislation provides a remedy for victims of domestic violence and sexual assault who face employment discrimination.

K.S.A. 44-1132 prohibits an employer from discriminating or retaliating “against an employee who is a victim of domestic violence or a victim of sexual assault for taking time off from work to: (1) obtain or attempt to obtain any relief, including, but not limited to, a temporary restraining order, restraining order or other injunctive relief to help ensure the health, safety or welfare of the victim or the victim’s child or children; (2) seek medical attention for injuries caused by domestic violence or sexual assault; (3) obtain services from a domestic violence shelter, domestic violence program or rape crisis center as a result of domestic violence or sexual assault; or (4) make court appearances in the aftermath of domestic violence or sexual assault.”

However, because the current law does not grant specific authority to the Department of Labor to order specific remedial action, the provision is not an enforceable protection for victims.

Passage of this bill will ensure victims of domestic violence and sexual assault have recourse through the Kansas Human Rights Commission for employment discrimination. This legislation will be beneficial to victims of domestic violence or sexual assault in Kansas.

Thank you for your consideration. I would stand for questions.

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