



Federal, Provincial, and Territorial Domestic or Sexual Violence Leave Information

Global Compact Network Canada created a table that contains information related to domestic or sexual violence leave at the federal level, and for each province and territory in Canada, where applicable. Domestic or sexual violence leave allows employees to take time off if they, or their child, is experiencing or being threatened with domestic or sexual violence. The information has been collected from the Canada Labour Code and provincial and territorial Employment Standards Acts (as of May 2020).

	FEDERAL	Ontario	Alberta	British Columbia
Name	Leave for Victims of Family Violence	Domestic or Sexual Violence Leave	Domestic Violence Leave	Leave Respecting Domestic Sexual Violence
Description	Every employee who is a victim of family violence or who is the parent of a child who is a victim of family violence shall be granted a leave of absence from employment.	Job-protected leave for specific purposes when an employee or an employee's child has experienced or been threatened with domestic or sexual violence.	Unpaid, job-protected leave due to the effects of violence in the home.	Leave respecting domestic or sexual violence. Leave can be taken for the employee, or a child who is under the day-to-day care of the employee.
Timing	Up to 10 days in every calendar year. May be taken in 1 or more periods no less than 1 day's duration.	Up to 10 days or 15 weeks in a calendar year. Leave can be taken in part days, or full days, or periods of more than 1 day. However, for the 15-week entitlement, any leave of less than a week takes up 1 week.	Up to 10 days each calendar year. Any leave days not used by an employee cannot be carried over into a new calendar year.	Up to 10 days, in units of 1 or more days or in one continuous period, and in addition to the 10 days, up to 15 weeks. Entitlements are for each calendar year.
Documentation Requirements	If requested no later than 15 days after return to work, documentation to support reasons for leave.	An employer may require an employee to provide evidence reasonable in the circumstances that they are eligible to take domestic or sexual violence leave.	Not mentioned.	If requested, the employee must, as soon as practicable, provide to the employer reasonable proof that the employee is entitled to the leave.
Notice Requirements	Not mentioned.	Notice must be given advance or as soon as possible after starting leave. Notice does not have to be in writing for 10-day entitlement.	As soon as is reasonable before taking leave.	Not mentioned.
Employment Requirements	At least 3 consecutive months of continuous employment.	At least 13 consecutive weeks of employment.	At least 90 days. Employees with less than 90 days of employment may still be granted leave. However, employers aren't required to grant them leave.	The right to leave respecting domestic violence is available to all eligible employees regardless of how long they have been employed.
Payment	The first 5 days of leave are with pay at regular rate after which 5% earned over the past 20 days before leave starts. If not, leave is unpaid.	The first 5 days of leave must be paid. The rest are unpaid.	Unpaid.	Unpaid.
Additional Information	An employee is not entitled to a leave of absence with respect to any act of family violence if the employee is charged with an offence related to that act or if it is probable, that the employee committed that act.	An employee may be entitled to more than one leave for the same event. Each leave is separate and the right to each leave is independent of any right an employee may have to the other leave(s).		An employee is not entitled to leave under this section respecting an eligible person if the employee commits the domestic violence against the eligible person.



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	Manitoba	New Brunswick	Newfoundland and Labrador	Northwest Territories	Nova Scotia
Name	Interpersonal Violence Leave	Domestic Violence, Intimate Partner Violence or Sexual Violence Leave	Family Violence Leave	Family Violence Leave	Domestic Violence Leave
Description	Employees who are victims of interpersonal violence, or have dependents who are victims of interpersonal violence, will be entitled to take the leave.	Leave granted to an employee or a child of the employee when the individual is a victim of domestic violence, intimate partner violence or sexual violence	Family violence leave allows an employee time off from work to address issues arising from family violence either directly or indirectly as a caregiver.	Family violence leave for an employee or a child of the employee who experiences family violence.	Domestic violence leave can be taken by an employee who is experiencing domestic violence or whose child (under 18) is experiencing domestic violence.
Timing	There are 2 parts to interpersonal violence leave. 1) allows up to 10 days consecutively or on an intermittent basis in a 52 week period, as needed. 2) allows up to 17 weeks in a 52 week period in 1 continuous period. Can be taken in any order.	Up to 10 days, which the employee may take intermittently or in 1 continuous period, and up to 16 weeks in one continuous period in each calendar year.	Up to 10 days in a year.	Up to 10 days, and up to 15 weeks in a calendar year. Can be taken in period of no less than 1 week.	The longer part of domestic violence leave is up to 16 consecutive weeks. The shorter part of the leave is 10 days, which can be taken at different times or all at once.
Documentation Requirements	For paid days, employees must provide reasonable verification of the need for the leave. The employer may require verification from the employee for unpaid days of leave.	Not mentioned.	An employee may be required to provide the employer with reasonable verification of the necessity of the leave.	An employee who takes paid leave shall provide the employer with reasonable verification of the necessity of the leave that meets the requirements.	The employer may ask the employee to provide a form developed by the Labour Standards Division to support the employee's entitlement to domestic violence leave.
Notice Requirements	Employees must give their employer as much notice as is reasonable in the circumstances.	The employee shall provide the employer in writing with the purposes for which the leave is to be taken, with reference to specific purposes.	Notice should include the length of time being requested and be given to the employer as soon as possible, before the leave is to begin, unless there is a valid reason why the notice cannot be given.	Written notice as soon as is reasonable and practical in the circumstances.	An employee must advise their employer in writing as soon as possible of their intention to take domestic violence leave, and the anticipated start and end date of the leave.
Employment Requirements	At least 90 days of employment.	At least 90 days of employment.	At least 30 days of employment.	Not mentioned.	At least 3 months of employment.
Payment	The first 5 days of leave within a 52-week period are paid in no less than wage earned for regular hours of work.	The first 5 days are paid and the rest is unpaid. The rate of pay is equal to the wage that would have been earned during regular hours.	3 days paid, and 7 days unpaid in a given year.	The first 5 days of the 10-day leave are paid in the wages the employee would have earned had they not taken leave. The 15-week leave is unpaid.	Up to 3 days must be paid. Each day must be paid at the employee's regular wage for all hours the employee would have worked that day if the leave had not been taken.
Additional Information					Domestic Violence Leave



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	Nunavut	Prince Edward Island	Quebec	Saskatchewan	Yukon
Name	<i>No Domestic Violence Leave.</i>	Domestic Violence Leave, Intimate Partner Violence Leave or Sexual Violence Leave	Absence Owing to Domestic Violence, Sexual Violence	Interpersonal Violence Leave	<i>No Domestic Violence Leave.</i>
Description		Domestic violence, intimate partner violence or sexual violence leave granted at the request of the employee.	An employee may be absent from work owing to domestic violence or sexual violence of which the employee has been a victim.	Job-protected leave for survivors of interpersonal violence or survivors of any form of sexual violence to access supports or relocate to a new home.	<i>As of March 2020, an amendment to the Employment Standards Act has been proposed to provide access to paid and unpaid leave for victims of domestic or sexualized violence.</i>
Timing		Up to 10 days intermittently or in 1 continuous period during a 12-calendar-month period.	No more than 26 weeks over a period of 12 months. Up to 104 weeks if employee suffers serious bodily injury during or resulting directly from a criminal offense that renders them unable to hold their regular position.	Up to 10 days.	
Documentation Requirements			<i>Not mentioned.</i>	Evidence of services being received if the employer requests it. Could include written confirmation from a social worker or a medical doctor, among others.	
Notice Requirements		Employee shall advise the employer of intention to take the leave, commencement date of leave and anticipated duration of leave.	An employee must advise the employer as soon as possible of a period of absence from work, giving the reasons for it.	As far as possible in advance.	
Employment Requirements		At least 3 months of employment.	Up to 3 months of employment for paid leave.	At least 13 weeks of employment.	
Payment		Up to 3 days of leave must be paid.	Up to 2 days of paid absence per year.	5 employer-paid days and 5 unpaid days.	
Additional Information					



Federal, Provincial, and Territorial Domestic or Sexual Violence Leave Information

For detailed information, see the following government sources:

- **Federal:** [Read more.](#)
- **Ontario:** [Read more.](#)
- **Alberta:** [Read more.](#)
- **British Columbia:** [Read more.](#)
- **Manitoba:** [Read more.](#)
- **New Brunswick:** [Read more.](#)
- **Newfoundland and Labrador:** [Read more.](#)
- **Nova Scotia:** [Read more.](#)
- **Prince Edward Island:** [Read more.](#)
- **Quebec:** [Read more.](#)
- **Saskatchewan:** [Read more.](#)
- **Northwest Territories:** [Read more.](#)
- **Nunavut:** [Read more.](#)
- **Yukon:** [Read more.](#)