



DIVISION	ADOPTION DATE
II College Employees	03/2012
POLICY NAME	REVISIONS
02.01.05 Victims Economic Security and Safety Act (VESSA)	Revised: 10/2018, 01/2022

02.01.05 VICTIMS ECONOMIC SECURITY AND SAFETY ACT (VESSA)

The Illinois Victims Economic Security and Safety Act (VESSA), [820 ILCS 180/20 et seq.], is designed to promote the State’s interest in reducing domestic violence, dating violence, gender violence, sexual assault, stalking and other crimes of violence by enabling victims of domestic or sexual violence to maintain the financial independence necessary to leave abusive situations, achieve safety, and minimize the physical and emotional injuries from these crimes of violence and to avoid, and reduce the devastating economic consequences of the violence to employees. It gives employees the right to 12 weeks unpaid leave (accrued benefits may be used to remain in paid status) in any rolling 12-month period for which eligibility criteria have been met as outlined in Institutional Procedure 2.01.05.00 Victims Economic Security and Safety Act (VESSA).

Employees are entitled, on return from leave, to be restored to the position held by the employee when the leave commenced or to an equivalent position with equal pay, benefits and other conditions of employment.