

Maine Labor Laws on Domestic Violence, Sexual Assault, and Stalking

Maine laws protect victims of domestic violence, sexual assault, and stalking in employment.

This poster describes some important parts of the laws. A copy of the actual laws or formal interpretations may be obtained from the Maine Department of Labor by calling (207) 623-7900.

This poster may be copied.



How You Are Protected

Leave for Victims of Domestic Violence, Sexual Assault, or Stalking:

- ✓ You may take reasonable and necessary leave from employment if you, your child, spouse, or parent is a victim of domestic abuse, sexual assault, or stalking. Title 26, § 850.
- ✓ Notice of violation(s) must be reported within six months of the occurrence. If you are denied leave, a fine of up to \$1,000 for each violation may be assessed against the employer. Additionally, the employer is liable for liquidated damages in an amount equal to three times the amount of total assessed fines. If you are terminated, you may elect either the liquidated damages or reemployment with the employer with back wages.

Unemployment Benefit Eligibility:

- ✓ If you voluntarily leave work, you may not be disqualified from receiving benefits if your leaving was necessary to protect yourself from domestic abuse, and you made all reasonable efforts to keep your job. Title 26, §1193, §§1(A)4
- ✓ You may not be disqualified from receiving benefits because of misconduct if your actions were based solely on the need to protect yourself or an immediate family member from domestic violence, and you made all reasonable efforts to keep your job. Title 26, §1043, §§23(B)3

Who You Can Contact for Help

Domestic Violence Hotlines by County:

| | |
|--------------|----------------|
| Androscoggin | 1-800-559-2927 |
| Aroostook | 1-800-439-2323 |
| Cumberland | 1-800-537-6066 |
| Franklin | 1-800-559-2927 |
| Hancock | 1-800-315-5579 |
| Kennebec | 1-877-890-7788 |
| Knox | 1-800-522-3304 |
| Lincoln | 1-800-522-3304 |
| Oxford | 1-800-559-2927 |
| Penobscot | 1-800-863-9909 |
| Piscataquis | 1-888-564-8165 |
| Sagadahoc | 1-800-522-3304 |
| Somerset | 1-877-890-7788 |
| Waldo | 1-800-522-3304 |
| Washington | 1-800-315-5579 |
| York | 1-800-239-7298 |

Other Resources:

| | |
|------------------------------------------|----------------------------------------------------------------------------------|
| National Domestic Violence Hotline: | 1-800-799-7233 |
| | TTY: 1-800-787-3224 • www.thehotline.org |
| Maine Coalition to End Domestic Violence | 1-866-834-4357 |
| | www.MCEDV.org |
| Statewide Sexual Assault Crisis Line | 1-800-871-7741 |
| | TTY 1-888-458-5599 |
| Maine Department of Labor | 207-623-7900 |
| | TTY users call Maine Relay 711 |
| Maine Coalition to End Domestic Violence | 207-430-8334 |
| Aroostook Band of Micmac | 207-764-1972 |
| | or 1-800-355-1435 |
| Maliseet Advocacy Center | 207-532-6401 |
| Passamaquoddy Peaceful Relations | 1-877-853-2613 |
| Penobscot Nation Advocacy Center | 207-631-4886 |
| United Somali Women of Maine | 207-753-0061 |