

Sixty-fourth  
Legislative Assembly  
of North Dakota

ENGROSSED HOUSE BILL NO. 1403

Introduced by

Representatives Schneider, Boschee, Guggisberg, Hawken, Hogan, Kading, Mooney,  
Oversen, Strinden

Senator Nelson

1 A BILL for an Act to create and enact section 54-06-14.5 of the North Dakota Century Code,  
2 relating to state employee use of sick leave for consequences of domestic violence, a sex  
3 offense, stalking, or terrorizing.

4 **BE IT ENACTED BY THE LEGISLATIVE ASSEMBLY OF NORTH DAKOTA:**

5 **SECTION 1.** Section 54-06-14.5 of the North Dakota Century Code is created and enacted  
6 as follows:

7 **54-06-14.5. Sick leave for consequences of domestic violence, a sex offense, stalking**  
8 **or terrorizing.**

9 1. As used in this section:

10 a. "Domestic violence" has the same meaning as provided under section  
11 14-07.1-01.

12 b. "Sex offense" means an offense under chapter 12.1-20.

13 c. "Stalking" means an offense under section 12.1-17-07.1.

14 d. "Terrorizing" means an offense under section 12.1-17-04.

15 2. Under section 54-06-14, an employing unit shall grant an employee's request to use  
16 sick leave to:

17 a. Seek legal or law enforcement assistance or remedies to ensure the health and  
18 safety of the employee or employee's family members, including preparing for or  
19 participating in any civil or criminal legal proceeding related to or derived from  
20 domestic violence, a sex offense, stalking, or terrorizing;

21 b. Seek treatment by a health care provider for physical or mental injuries caused  
22 by domestic violence, a sex offense, stalking, or terrorizing, or to attend to health

- 1                   care treatment for a victim of such offenses who is the employee's family  
2                   member;
- 3           c. Obtain or assist a family member in obtaining services from a domestic violence  
4                   shelter, rape crisis center, or other social services program for relief from  
5                   domestic violence, a sex offense, stalking, or terrorizing;
- 6           d. Obtain or assist a family member in obtaining mental health counseling related to  
7                   an incident of domestic violence, sex offense, stalking, or terrorizing, in which the  
8                   employee or the employee's family member was a victim of domestic violence, a  
9                   sex offense, stalking, or terrorizing; or
- 10           e. Participate in safety planning, temporary or permanent relocation, or take other  
11                   actions to increase the safety of the employee or employee's family members  
12                   from future domestic violence, a sex offense, stalking, or terrorizing.