

# Leave Options for Ontario Workers Experiencing Gender-Based Violence

## What is Domestic or Sexual Violence Leave

Domestic or Sexual Violence (DSV) Leave is a job protected leave under Ontario's Employment Standards Act (ESA).

A worker can take this leave if they, and/or their child under 18, are experiencing or have been threatened with domestic or sexual violence. The purpose of the leave is to give workers time away from work to deal with the impacts of violence, while protecting their job.

## What This Tool Is

If you need time away from work because of violence, you may have more than one option.

This tool helps you compare different types of leave based on:

- Pay
- Time available
- Flexibility
- Proof required
- Privacy

You do not need to know the law to use this tool.

### **Important:**

This is general information, not legal advice. Your workplace or union may offer additional options.

You may be able to use more than one type of leave.

## Compare Leave Options

| Leave option                                                              | Pay                            | Time                          | Flexible | Docs             | Privacy           |
|---------------------------------------------------------------------------|--------------------------------|-------------------------------|----------|------------------|-------------------|
| <a href="#"><u>Domestic or Sexual Violence Leave</u></a><br>(Ontario law) | First 5 days paid, then unpaid | Up to 10 days + 15 weeks/year | Yes      | May be requested | Basic information |
| <a href="#"><u>Sick Leave</u></a><br>(Ontario law)                        | Unpaid                         | Up to 3 days/year             | Yes      | May be requested | Minimal details   |
| <a href="#"><u>Family Responsibility Leave</u></a><br>(Ontario law)       | Unpaid                         | Up to 3 days/year             | Yes      | May be requested | Basic information |
| <a href="#"><u>Vacation</u></a><br>(Ontario law + workplace)              | Paid                           | Based on available time       | Yes      | No               | Minimal details   |
| Personal days<br>(workplace)                                              | Paid or unpaid                 | Usually a few days/year       | Yes      | May be requested | Minimal details   |
| Medical or Disability Leave<br>(workplace)                                | May be paid                    | Weeks to months               | No       | Usually required | More information  |

### Good to know:

- Ontario law sets minimum standards
- Some workplaces offer additional leave
- Part days or weeks may count as full days or weeks
- You may be able to use different types of leave one after another

## What Each Option Is For

### Domestic or Sexual Violence Leave

[Learn more](#)

#### What it's for

Time off if you or your child is affected by domestic or sexual violence

#### Good fit if:

- You need time for safety planning, appointments, counselling, moving, or legal steps
- You need longer or more flexible time away

### Sick Leave

[Learn more](#)

#### What it's for

Time off for illness, injury, or mental health needs

#### Good fit if:

- You need short-term time off
- You want a simple option with more privacy

### Family Responsibility Leave

[Learn more](#)

#### What it's for

Time off for urgent issues involving certain family members

#### Good fit if:

- You need time to support a family member affected by violence

## Vacation

[Learn more](#)

### What it's for

Paid time off for personal needs

### Good fit if:

- You want paid time off
- You prefer fewer questions or less documentation

## Personal Days

### What it's for

Short time off for personal reasons

### Good fit if:

- You need a simple option
- You want minimal explanation

## Medical or Disability Leave

### What it's for

Longer-term time off for health-related needs

### Good fit if:

- You need extended time away
- You need income support through workplace benefits