



SVPA State Policy Map & Scores

Rubric & Citations

INTRODUCTION

This is the rubric and citations for the [SVPA State Policy Map and Scores](#). Each criteria and question is listed with details about why this question is an important factor for preventing sexual violence along with the source used to answer the question. If you have any questions, please contact the SVPA at info@s-v-p-a.org.

GENERAL

Do they have an active task force or coalition that is dedicated to sexual violence?

- This is important because States have a duty to protect their people from sexual violence and a good way to help inform prevention and response strategies is to have a dedicated task force.
- State and Territory Coalitions. (2021, April 19).
<https://www.justice.gov/ovw/state-and-territory-coalitions>

Is the coalition up to date?

- This is important to ensure that there is actively work being done to prevent sexual violence.
- Reference table below.

Do they have an active task force or coalition that is dedicated to sexual violence prevention?

- This is important because States have a duty to protect their people from sexual violence and a good way to help inform prevention and response strategies is to have a dedicated task force.
- Reference table below.

Is there a State Government committee/commission that addresses sexual violence?

- This is important because a government's responsibility is to keep its people safe. One way they can do this with sexual violence is having a committee/commission to address and remediate problems.
- Reference table below.

Does the state offer a reporting hotline?

- This is important to ensure that victims and witnesses/bystanders can safely and effectively communicate that there is sexual violence happening.
- Reference table below.

Does the state define "consent"?

- *Consent laws*. RAINN. (2023, April). <https://apps.rainn.org/policy/compare/consent-laws.cfm>
- This is important because it helps draw a clear legal line about what is considered sexual violence.

Does the state definition of consent require freely given consent or affirmative consent?

- *Consent laws*. RAINN. (2023, April). <https://apps.rainn.org/policy/compare/consent-laws.cfm>
- This is important because comprehensive consent is the foundational basis for any work within sexual violence

Does developmental disabilities and/or mental capacity impact the victim's ability to consent?

- *Consent laws*. RAINN. (2023, April). <https://apps.rainn.org/policy/compare/consent-laws.cfm>
- This is important because comprehensive consent is the foundational basis for any work within sexual violence and we must understand the effect of mental health and mental abilities on consent

Does consciousness impact the victim's ability to consent?

- *Consent laws*. RAINN. (2023, April). <https://apps.rainn.org/policy/compare/consent-laws.cfm>
- It is crucial that consciousness impacts the victim's ability to consent to safeguard against any coercion or violation occurring in a state where the individual is unable to provide informed and voluntary agreement.

Does intoxication impact the victim's ability to consent?

- *Consent laws*. RAINN. (2023, April). <https://apps.rainn.org/policy/compare/consent-laws.cfm>
- This is important to ensure that individuals are not taken advantage of or coerced when their judgment is impaired, promoting a clearer understanding of consent within legal frameworks.

Does the relationship between the victim and actor impact the victim's ability to consent?

- *Consent laws*. RAINN. (2023, April). <https://apps.rainn.org/policy/compare/consent-laws.cfm>
- This is crucial to address power dynamics, prevent coercion or manipulation, and ensure a more accurate determination of consent within the legal context.

Is marital rape considered the same as non-marital rape?

- Marital rape states [updated April 2023]. (2023, April). <https://worldpopulationreview.com/state-rankings/marital-rape-states>
- This is important because it shows that the state recognizes that rape is rape, regardless of the legal relationship the victim has with the defendant.

Does the state have a maximum age difference between the victim and the defendant?

- This is important to establish clear legal boundaries, protect against potential abuses of power, and ensure a more equitable justice system for victims.
- *Age of consent by State 2023*. Wisevoter. (2023, June 14). <https://wisevoter.com/state-rankings/age-of-consent-by-state/#:~:text=Massachusetts%20has%20an%20age%20of,stipulations%20regarding%20maximum%20age%20difference>

Does the state have a law regarding non-consensual intimate image abuse (ie revenge porn)?

- This is important because it recognizes that sexual violence does not have to be physical.
- State Revenge Porn Laws. (n.d.). Findlaw.
<https://www.findlaw.com/criminal/criminal-charges/revenge-porn-laws-by-state.html>

Does the state have a law regarding deepfake pornography (ie ai porn)?

- This is important because it recognizes that sexual violence does not have to be physical and with the rise of technology this is becoming increasingly dangerous.
- Tracker: State Legislation on Deepfakes in Elections. (2023, November 20). Public Citizen.
<https://www.citizen.org/article/tracker-legislation-on-deepfakes-in-elections/>

Does state law prohibit people who have been convicted of domestic violence misdemeanors from having firearms?

- This is important to help protect victims of sexual and domestic violence from being harmed further.
- Everytown for Gun Safety. (2023). *Gun law navigator: Compare states*. Everytown Gun Law Navigator.
https://maps.everytownresearch.org/navigator/states.html?dataset=domestic_violence&states=AL-AK-AZ

Does state law require abusers convicted of domestic violence misdemeanors to turn in their firearms when they become prohibited from having them?

- This is important to help protect victims of sexual and domestic violence from being harmed further.
- Everytown for Gun Safety. (2023). *Gun law navigator: Compare states*. Everytown Gun Law Navigator.
https://maps.everytownresearch.org/navigator/states.html?dataset=domestic_violence&states=AL-AK-AZ

Does state law prohibit all people under final domestic violence restraining orders from having firearms?

- This is important to help protect victims of sexual and domestic violence from being harmed further.
- Everytown for Gun Safety. (2023). *Gun law navigator: Compare states*. Everytown Gun Law Navigator.
https://maps.everytownresearch.org/navigator/states.html?dataset=domestic_violence&states=AL-AK-AZ

In states that do not prohibit firearm possession by all people under final domestic violence restraining orders, does state law explicitly allow judges, at their discretion, to prohibit people under these orders?

- This is important to help protect victims of sexual and domestic violence from being harmed further.
- Everytown for Gun Safety. (2023). *Gun law navigator: Compare states*. Everytown Gun Law Navigator.
https://maps.everytownresearch.org/navigator/states.html?dataset=domestic_violence&states=AL-AK-AZ

Citation Reference Table

STATE	TASK FORCE	COMMITTEE	HOTLINE
AL	https://www.alabamacoalitionagainstrape.org/		
AK	https://andvsa.org/	https://dps.alaska.gov/C/DVSA/Home	
AZ	https://acesdv.org/	https://goyff.az.gov/councils-commissions/governors-commission-prevent-violence-against-women	
AR	https://www.arkcasa.org/		
CA	https://www.valor.us/	https://women.ca.gov/sac-sexual-assault-victim-services/	https://oag.ca.gov/sexual-violence-resources
CO	https://www.ccasa.org/		
CT	https://endsexualviolence.org/	https://www.jud.ct.gov/committees/safe/default.htm	https://portal.ct.gov/OPM/CJ-Adult/Program-Victim/CT-Hotlines-and-Services
DE	https://www.delawarealliance.org/	https://dvcc.delaware.gov/committees/	https://dvcc.delaware.gov/24-hour-hotline-numbers/
DC	https://www.dccesv.org/		https://mpdc.dc.gov/page/sexual-assault-resources
FL	https://www.fcasv.org/		https://www.floridahealth.gov/programs-and-services/prevention/sexual-violence-prevention/index.html#:~:text=If%20you%20or%20someone%20you,at%20www.FCASV.org
GA	http://www.gnesa.org/		https://georgiacourts.gov/wp-content/uploads/2021/02/Hotlines.pdf
HI	https://www.hawaiicoalition.org/		
ID	https://idahocoalition.org/	https://icdv.idaho.gov/	
IL	https://icasa.org/		https://ag.state.il.us/wo

Citation Reference Table

STATE	TASK FORCE	COMMITTEE	HOTLINE
			men/hotlines.html#:~:text=For%20more%20information%20on%20sexual,call%20217%2D753%2D4117
IN	https://icesaht.org/	https://www.in.gov/health/mch/owh/sexual-violence-primary-prevention-program/#:~:text=The%20Indiana%20Sexual%20Violence%20Primary,sexual%20violence%20in%20their%20communities	https://www.in.gov/indiana-national-guard/health-and-wellness/sexual-assault-prevention-and-response-program/
IA	https://www.iowacasa.org/		
KS	https://www.kcsdv.org/	https://www.kdhe.ks.gov/1314/Sexual-Violence-Prevention-Education	https://www.ag.ks.gov/public-safety/domestic-violence
KY	https://www.kasap.org/		
LA	https://www.lafasa.org/	https://wwwcfprd.doa.louisiana.gov/boardsandcommissions/viewBoard.cfm?board=657	
ME	https://www.mecasa.org/	https://legislature.maine.gov/statutes/19-A/title19-Asec4115.html	https://www.maine.gov/dhhs/about/contact/hotlines
MD	https://mcasa.org/home		
MA	https://www.janedoe.org/	https://www.mass.gov/orgs/governors-council-to-address-sexual-assault-and-domestic-violence-and-human-trafficking#:~:text=About%20Us,domestic%20violence%2C%20and%20human%20trafficking	https://www.mass.gov/info-details/statewide-resources-for-sexual-assault-survivors
MI	https://mcedsv.org/	https://www.michigan.gov/mdhhs/safety-injury-prevention/publicsafety/crimevictims/boards-and-commissions/michigan-domestic-and-sexual-violence-prevention-and-treatment-board	https://www.michigan.gov/voices4

Citation Reference Table

STATE	TASK FORCE	COMMITTEE	HOTLINE
		d	
MN	https://mncasa.org/		
MS	http://www.msccasa.org/		https://msdh.ms.gov/page/41,0,104.html#:~:text=The%20Mississippi%20Coalition%20Against%20Sexual,crisis%20centers%20in%20the%20state
MO	https://www.mocadsv.org/		https://dss.mo.gov/victimservices/help-a-victim.htm
MT	https://www.mcadsv.com/		
NE	https://www.nebraskacoalition.org/		
NV	https://www.ncedsv.org/	https://ag.nv.gov/Hot_Topics/Advisory_Committee_on_the_Rights_of_Survivors_of_Sexual_Assault/	https://dcfs.nv.gov/Programs/CAP/OtherResources/#:~:text=Nevada%20Sexual%20Assault%20Support%20Services,Hotline%3A%20800%2D656%2DHOPE
NH	https://www.nhcadsv.org/	https://www.governor.nh.gov/dvsas-commission	https://www.dhhs.nh.gov/programs-services/child-protection-jvenile-justice/child-protection-services/domestic-violence
NJ	https://njcasa.org/	https://www.nj.gov/dcf/providers/boards/gacasv/	https://www.njoag.gov/resources/victim-witness-services/hotlines/
NM	https://nmcsap.org/		
NY	https://www.nyscasa.org/	https://opdv.ny.gov/	https://opdv.ny.gov/survivors-victims#:~:text=To%20talk%20to%20an%20advocate,link%20above%20to%20chat%20live
NC	https://nccasa.org/		
ND	https://www.cawsnorthdakota.org/		

Citation Reference Table

STATE	TASK FORCE	COMMITTEE	HOTLINE
OH	https://oaesv.org/		
OK	http://www.ocadvsa.org/	https://oklahoma.gov/health/health-education/injury-prevention-service/sexual-violence-prevention/oklahoma-prevention-leadership-committee.html	https://oklahoma.gov/health/health-education/injury-prevention-service/sexual-violence-prevention.html#:~:text=If%20you%20or%20someone%20you,to%20speak%20with%20an%20advocate
OR	https://www.ocadsv.org/		
PA	https://pcar.org/		
RI	https://dayoneri.org/		
SC	https://www.sccadvasa.org/		https://dss.sc.gov/adult-protection/domestic-violence-program/help-for-victims/
SD	https://www.sdcedsv.org/		https://www.hud.gov/states/south_dakota/homeless/hsghelp
TN	https://tncoalition.org/		
TX	https://www.nsvrc.org/organizations/240	https://gov.texas.gov/organization/cjd/sastf	https://guides.sll.texas.gov/legal-hotlines/domestic-violence
UT	https://www.ucasa.org/	https://justice.utah.gov/domestic-violence-sexual-assault/	https://sbi.utah.gov/resources/
VT	https://www.vtnetwork.org/	https://vcjc.vermont.gov/council/committees/domestic-violence-sub-committee	https://humanservices.vermont.gov/help-and-resources/domestic-violence#:~:text=Sexual%20Violence%3A%201%2D800%2D,1%2D866%2D331%2D9474
VA	https://vsdvalliance.org/	https://www.dcjs.virginia.gov/about-dcjs/boards-committees/virginia-advisory-committee-sexual-and-domestic-violence	https://www.vdh.virginia.gov/domestic-and-sexual-violence-prevention/
WA	https://www.wcsap.org/	https://www.courts.wa.g	

Citation Reference Table			
STATE	TASK FORCE	COMMITTEE	HOTLINE
		ov/?fa=home.sub&org=gjc&page=Domestic&layout=2&parent=work	
WV	https://www.fris.org/		https://wvde.us/wp-content/uploads/2018/08/State-and-National-Hotlines.pdf
WI	https://www.wcasa.org/		https://city.milwaukee.gov/doa/Services-and-Programs/staysafe/directory
WY	https://www.wyomingdvs.a.org/		

K-12 SCHOOLS

Is education on violence prevention required?

- This is important because it gives individuals the knowledge and skills to recognize, avoid, and address violent behaviors, therefore promoting safety and well-being.
- Seicus. (2022). Sex Ed State Law and Policy Chart [Review of Sex Ed State Law and Policy Chart]. In www.seicus.org (pp. 1–26). Seicus.
<https://seicus.org/wp-content/uploads/2021/09/2022-Sex-Ed-State-Law-and-Policy-Chart.pdf>

Is education on consent required?

- It is important as it is essential for building a culture of respect, autonomy, and safety as well as empowering individuals to make informed choices about their own bodies and promoting healthy relationships.
- Seicus. (2022). Sex Ed State Law and Policy Chart [Review of Sex Ed State Law and Policy Chart]. In www.seicus.org (pp. 1–26). Seicus.
<https://seicus.org/wp-content/uploads/2021/09/2022-Sex-Ed-State-Law-and-Policy-Chart.pdf>

Is sex ed required?

- Sex education is essential for providing students with information about sexual health and relationships.
- Seicus. (2022). Sex Ed State Law and Policy Chart [Review of Sex Ed State Law and Policy Chart]. In www.seicus.org (pp. 1–26). Seicus.
<https://seicus.org/wp-content/uploads/2021/09/2022-Sex-Ed-State-Law-and-Policy-Chart.pdf>

Is sex ed required to be evidence-based?

- Evidence-based sex education is essential for providing students with accurate, comprehensive, and reliable information about sexual health and relationships.
- Seicus. (2022). Sex Ed State Law and Policy Chart [Review of Sex Ed State Law and Policy Chart]. In [www.seicus.org](https://seicus.org/wp-content/uploads/2021/09/2022-Sex-Ed-State-Law-and-Policy-Chart.pdf) (pp. 1–26). Seicus.
<https://seicus.org/wp-content/uploads/2021/09/2022-Sex-Ed-State-Law-and-Policy-Chart.pdf>

Is sex ed required to be LGBTQ+ inclusive?

- This is important to create an inclusive, respectful, and informed learning environment. It benefits LGBTQ+ students by providing them with relevant information and support, and it benefits everyone by fostering tolerance, reducing discrimination, and equipping them with essential knowledge and skills for life.
- Seicus. (2022). Sex Ed State Law and Policy Chart [Review of Sex Ed State Law and Policy Chart]. In [www.seicus.org](https://seicus.org/wp-content/uploads/2021/09/2022-Sex-Ed-State-Law-and-Policy-Chart.pdf) (pp. 1–26). Seicus.
<https://seicus.org/wp-content/uploads/2021/09/2022-Sex-Ed-State-Law-and-Policy-Chart.pdf>

Is sex education required to be culturally appropriate?

- This is important to create an inclusive, respectful, and informed learning environment. It benefits everyone by fostering tolerance, reducing discrimination, and equipping them with essential knowledge and skills for life.
- Seicus. (2022). Sex Ed State Law and Policy Chart [Review of Sex Ed State Law and Policy Chart]. In [www.seicus.org](https://seicus.org/wp-content/uploads/2021/09/2022-Sex-Ed-State-Law-and-Policy-Chart.pdf) (pp. 1–26). Seicus.
<https://seicus.org/wp-content/uploads/2021/09/2022-Sex-Ed-State-Law-and-Policy-Chart.pdf>

Is education on healthy relationships required?

- This is important as it is essential for personal well-being, safety, and the development of strong, supportive communities.
- Seicus. (2022). Sex Ed State Law and Policy Chart [Review of Sex Ed State Law and Policy Chart]. In [www.seicus.org](https://seicus.org/wp-content/uploads/2021/09/2022-Sex-Ed-State-Law-and-Policy-Chart.pdf) (pp. 1–26). Seicus.
<https://seicus.org/wp-content/uploads/2021/09/2022-Sex-Ed-State-Law-and-Policy-Chart.pdf>

Is education on healthy relationships comprehensive?

- This is important as it is essential for personal well-being, safety, and the development of strong, supportive communities. A more comprehensive program will benefit children more.
- Seicus. (2022). Sex Ed State Law and Policy Chart [Review of Sex Ed State Law and Policy Chart]. In [www.seicus.org](https://seicus.org/wp-content/uploads/2021/09/2022-Sex-Ed-State-Law-and-Policy-Chart.pdf) (pp. 1–26). Seicus.
<https://seicus.org/wp-content/uploads/2021/09/2022-Sex-Ed-State-Law-and-Policy-Chart.pdf>

Does the state require healthy relationship educators to be trained/qualified?

- This is important to ensure an accurate and respectful education of children.
- Seicus. (2022). Sex Ed State Law and Policy Chart [Review of Sex Ed State Law and Policy Chart]. In [www.seicus.org](https://seicus.org/wp-content/uploads/2021/09/2022-Sex-Ed-State-Law-and-Policy-Chart.pdf) (pp. 1–26). Seicus.
<https://seicus.org/wp-content/uploads/2021/09/2022-Sex-Ed-State-Law-and-Policy-Chart.pdf>

Does the state have an opt-out policy for sex ed?

- This is important to ensure that every child gets sex ed unless they explicitly do not want to.
- Seicus. (2022). Sex Ed State Law and Policy Chart [Review of Sex Ed State Law and Policy Chart]. In [www.seicus.org](https://seicus.org/wp-content/uploads/2021/09/2022-Sex-Ed-State-Law-and-Policy-Chart.pdf) (pp. 1–26). Seicus.
<https://seicus.org/wp-content/uploads/2021/09/2022-Sex-Ed-State-Law-and-Policy-Chart.pdf>

Does the state have an opt-out policy for healthy relationship education?

- This is important to ensure every child gets healthy relationship education unless they explicitly do not want to.
- Seicus. (2022). Sex Ed State Law and Policy Chart [Review of Sex Ed State Law and Policy Chart]. In [www.seicus.org](https://seicus.org/wp-content/uploads/2021/09/2022-Sex-Ed-State-Law-and-Policy-Chart.pdf) (pp. 1–26). Seicus.
<https://seicus.org/wp-content/uploads/2021/09/2022-Sex-Ed-State-Law-and-Policy-Chart.pdf>

COLLEGES

Is there a state policy/regulation for campus sexual misconduct?

- State policies/regulations for campus sexual misconduct play a critical role in creating a safer, more accountable, and inclusive college environment. They are vital for preventing and responding to sexual misconduct and ensuring that colleges uphold their legal and ethical responsibilities.
- Education Commission of the States. (2022, October). Post Secondary Campus Safety 2022 [Review of Post Secondary Campus Safety 2022]. Education Commission of the States.
<https://reports.ecs.org/comparisons/postsecondary-campus-safety-2022-02>

Does the state policy for campus sexual misconduct define consent?

- State policies/regulations for campus sexual misconduct play a critical role in creating a safer, more accountable, and inclusive college environment. They are vital for preventing and responding to sexual misconduct and ensuring that colleges uphold their legal and ethical responsibilities. Part of this is defining what consent means.
- Education Commission of the States. (2022, October). Post Secondary Campus Safety 2022 [Review of Post Secondary Campus Safety 2022]. Education Commission of the States.
<https://reports.ecs.org/comparisons/postsecondary-campus-safety-2022-02>

Does the campus sexual misconduct policy require institutions to provide regular training for students and/or staff?

- This is important for ensuring that people are trained on what sexual violence is and how to prevent it. The first step in mitigating the issue is understanding that there is one and how to best approach it.
- Education Commission of the States. (2022, October). Post Secondary Campus Safety 2022 [Review of Post Secondary Campus Safety 2022]. Education Commission of the States.
<https://reports.ecs.org/comparisons/postsecondary-campus-safety-2022-02>

Does the campus sexual misconduct policy require institutions to provide regular training specifically regarding prevention for students and/or staff?

- This is important for ensuring that people are trained on what sexual violence is and how to prevent it. The first step in mitigating the issue is understanding that there is one and how to best approach it.
- Education Commission of the States. (2022, October). Post Secondary Campus Safety 2022 [Review of Post Secondary Campus Safety 2022]. Education Commission of the States.
<https://reports.ecs.org/comparisons/postsecondary-campus-safety-2022-02>

Does the campus sexual misconduct policy allow amnesty for individuals reporting instances of campus sexual misconduct?

- This is important because it fosters a sense of safety in reporting misconduct.
- Education Commission of the States. (2022, October). Post Secondary Campus Safety 2022 [Review of Post Secondary Campus Safety 2022]. Education Commission of the States. <https://reports.ecs.org/comparisons/postsecondary-campus-safety-2022-02>

Does the state have anti-hazing laws?

- Anti-hazing laws are important for protecting people, promoting safety, holding accountable those who engage in hazing, and changing the culture of these harmful practices. The laws contribute to safer education and help prevent the physical and psychological harm associated with hazing.
- Stop Hazing. (n.d.). States with Anti-Hazing Laws. <https://stophazing.org/policy/state-laws/>

Do the anti-hazing laws have a consent clause?

- This is important because it shows that a state understands what consent is versus the idea of coercion equalling consent.
- Stop Hazing. (n.d.-a). Regardless of Consent - Anti-Hazing Law Definitions by State. In Stop Hazing. Stop Hazing. <https://stophazing.org/wp-content/uploads/2022/12/Regardless-of-Consent-Anti-Hazing-Law-Definitions-by-State.pdf>

Are colleges required to collect climate surveys?

- This is important because prevention strategies can't be realized or properly utilized without knowing where the problem lies.
- Smith, M., & Swartout, K. (n.d.). How a Collaborative's Campus Climate Survey Can Help Prevent Sexual Misconduct. Inside Higher Ed; Inside Higher Ed. <https://www.insidehighered.com/opinion/views/2023/05/19/how-collaboratives-campus-climate-survey-can-help-prevent-sexual#:~:text=Higher%20education%20is%20in%20the,campus%20sexual%20misconduct%20climate%20surveys>

COMPANIES

Does the state require companies to provide sexual violence prevention training?

- This is important because companies must do their part in minimizing the sexual violence that goes on within their culture.
- Davis, J. (2023, May). 2023 Sexual Harassment Training Requirements by State. OnPay. <https://onpay.com/hr/basics/sexual-harassment-training-requirements#ma>

Does the state require companies to provide anti-harassment training?

- This is important because companies must do their part in minimizing the sexual harassment that goes on within their culture.
- National Women's Law Center. (2023). State Workplace Anti-harassment Laws Enacted Since #MeToo Went Viral. In National Women's Law Center (pp. 1–23). National Women's Law Center. <https://nwlc.org/wp-content/uploads/2022/10/MeToo-State-Bills-2023-10.18.23.pdf>

Does the state require companies to have anti-discrimination policies or training?

- This is important because sexual violence is an outlet for discrimination and this creates a safe and inclusive work environment, protects employees from harm, and promotes equality and respect among all employees, helping to reduce sexual violence.
- Equal Rights Advocates. (n.d.). Women's Agenda Policy Library. Equal Rights Advocates; Equal Rights Advocates. Retrieved October 20, 2023, from <https://policyhub.equalrights.org/policy-library-map/>

Does the state require notice of employee rights to be free from sexual harassment and/or do they send a copy of the anti-harassment policy?

- This is important because companies have a responsibility to inform their employees of their rights, especially when it comes to feeling safe in their work environment.
- National Women's Law Center. (2023). State Workplace Anti-harassment Laws Enacted Since #MeToo Went Viral. In National Women's Law Center (pp. 1–23). National Women's Law Center. <https://nwlc.org/wp-content/uploads/2022/10/MeToo-State-Bills-2023-10.18.23.pdf>

Does the state require anti-discrimination protections for survivors?

- This question is crucial as it determines whether survivors of various traumas are legally safeguarded against discrimination, ensuring their rights, well-being, and access to justice are protected.
- Futures Without Violence/Legal Momentum. (2022). State Guide on Employment Rights for Survivors of Domestic Violence, Sexual Assault, and Stalking. Work Place Respond. <https://www.workplacesrespond.org/wp-content/uploads/2017/01/State-Employment-Guide.pdf>

Does the state require reasonable accommodations for survivors?

- This question is vital as it assesses whether the state mandates reasonable accommodations for survivors, acknowledging the importance of supporting their recovery and ensuring equal opportunities in various aspects of life.
- Futures Without Violence/Legal Momentum. (2022). State Guide on Employment Rights for Survivors of Domestic Violence, Sexual Assault, and Stalking. Work Place Respond. <https://www.workplacesrespond.org/wp-content/uploads/2017/01/State-Employment-Guide.pdf>

Does the state require access to paid safe leave from work for survivors?

- This question is significant as it examines whether the state mandates access to paid safe leave for survivors, addressing the economic and practical challenges they may face and promoting their ability to prioritize recovery without financial detriment.
- Futures Without Violence/Legal Momentum. (2022). State Guide on Employment Rights for Survivors of Domestic Violence, Sexual Assault, and Stalking. Work Place Respond. <https://www.workplacesrespond.org/wp-content/uploads/2017/01/State-Employment-Guide.pdf>

Does the standard for workplace sexual violence specify that a single incident of harassment is sufficient to create a hostile work environment?

- This is important because companies have a responsibility to stop sexual violence before it escalates. Even one instance of sexual violence is enough to make people feel unsafe and a company has a duty of care to protect its employees from harm.
- National Women's Law Center. (2023). State Workplace Anti-harassment Laws Enacted Since #MeToo Went Viral. In National Women's Law Center (pp. 1–23). National Women's Law Center. <https://nwlc.org/wp-content/uploads/2022/10/MeToo-State-Bills-2023-10.18.23.pdf>

Does the state require companies to limit non-disclosure agreements?

- This is important because non-disclosure agreements severely limit people from discussing the harms of sexual violence and how they were victimized.
- National Women's Law Center. (2023). State Workplace Anti-harassment Laws Enacted Since #MeToo Went Viral. In National Women's Law Center (pp. 1–23). National Women's Law Center. <https://nwlc.org/wp-content/uploads/2022/10/MeToo-State-Bills-2023-10.18.23.pdf>

Do the laws provide protections for subcontractors, vendors, consultants, and others providing contracted services?

- This is important because companies have a responsibility to keep all workers safe. Subcontractors, vendors, consultants, and the like are also employees of the company.
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Do the laws cover all employers including small companies? (Look for Cover more employers)

- This is important because companies must do their part in minimizing the sexual violence that goes on within their culture.
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