

December 6, 2017


**ADOPT A NEW VICTIMS ECONOMIC SECURITY  
AND SAFETY ACT (VESSA) LEAVE POLICY**

**THE CHIEF EXECUTIVE OFFICER RECOMMENDS:**

That the Board of Education of the City of Chicago ("Board") adopt a new Victims Economic Security and Safety Act ("VESSA") Leave Policy.

**PURPOSE:** To establish eligibility criteria and terms and conditions for "VESSA" leaves for all

employees of the Board of Education. This policy provides procedures for when Board of Education

- B. To request leave, an employee must first submit a completed VESSA Leave Request Form and related documents to the Talent Office.
- C. In addition to the completed VESSA Leave Request Form, an employee must submit the following documentation to the Talent Office:  


V. Return to From Leave

- A. Following a return from a VESSA leave, the employee will be reinstated to his/her former position or an equivalent position with the same pay, benefits, and conditions of employment, unless the employee is unable to perform the essential functions of his/her former job with or

without reasonable accommodation as required by law

- B. If an employee does not return to work when the VESSA leave expires and has not been