

El Camino College

Employee Notification Regarding AB 2499 Compliance

Date: July 8, 2025

To: All El Camino Community College District Employees

From: Workplace Safety and Risk Management

Subject: AB 2499 Implementation and Employee Rights Notification

Effective July 1, 2025, El Camino Community College District implemented new procedures to comply with California Assembly Bill 2499 (AB 2499), which expands protections and leave entitlements for employees who are victims or whose family members are victims of certain crimes. This notification outlines your rights and the College's obligations under this law.

Overview of AB 2499

AB 2499 expands existing protections by allowing eligible employees to take job-protected leave when they or a qualifying family member are victims of a qualifying crime (i.e., domestic violence, sexual assault, assault with a dangerous weapon, etc.) The bill also imposes specific notice and confidentiality requirements on employers.

Key Provisions Relevant to Employees

1. Leave Entitlements:

- Up to 12 work weeks of job-protected leave for victims.
- Up to 10 work days of leave for employees whose family member is a victim.
- Leave may be used intermittently and may be unpaid or paid using accrued vacation days, personal leave, comp time, or sick time if applicable.

2. Confidentiality:

Any information shared related to victim status will be maintained in confidence and not be shared without the employee's written consent unless required by law.

3. Certification:

Leave requests must be supported by one of the following:

- Police report or court order
- Medical documentation
- Documentation from a victim advocate or counselor
- A written statement by the employee

4. Prohibited Retaliation:

El Camino College prohibits discrimination or retaliation against employees who request leave or accommodations under AB 2499.

Contact Information

For questions regarding your rights or to request leave or accommodations under AB 2499, please contact:

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We are committed to maintaining a safe, supportive, and legally compliant work environment. Thank you for your attention to this important update.

El Camino Community College District
Workplace Safety and Risk Management Department