

91A.5B Treatment of adoptive parent employees.

1. For purposes of [this section](#), “*adoption*” means the permanent placement in this state of a child by the department of health and human services, by a licensed agency under [chapter 238](#), by an agency that meets the provisions of the interstate compact in [section 232.158](#), or by a person making an independent placement according to the provisions of [chapter 600](#).

2. An employer shall treat an employee who chooses to adopt a child up to six years of age in the same manner as an employee who is the biological parent of a newborn child for purposes of employment policies, benefits, and protections for the first year of the adoption.

3. Notwithstanding [subsection 2](#), an employee shall not be entitled to disability leave without a qualifying disability under an employer’s disability policies.

[2025 Acts, ch 88, §1](#)

NEW section