

House File 2228 - Introduced

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BY ISENHART

A BILL FOR

1 An Act providing that a student participating in an internship
2 is considered an employee under the Iowa civil rights Act
3 and making penalties applicable.

4 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. Section 216.2, subsection 6, Code 2014, is
2 amended to read as follows:

3 6. *Employee* means any person employed by an employer.
4 *Employee* includes a student participating in an internship,
5 regardless of whether the student receives compensation.

6 Sec. 2. Section 216.2, Code 2014, is amended by adding the
7 following new subsections:

8 NEW SUBSECTION. 10A. *Internship* means temporary
9 employment of a student that focuses on providing the student
10 with work experience.

11 NEW SUBSECTION. 14A. *Student* means an individual enrolled
12 in an educational institution as defined in section 216.9,
13 subsection 2.

14 EXPLANATION

15 The inclusion of this explanation does not constitute agreement with
16 the explanation's substance by the members of the general assembly.

17 This bill provides that the definition of "employee" for
18 purposes of Code chapter 216, the Iowa civil rights Act,
19 includes a student enrolled in an educational institution and
20 participating in an internship, regardless of whether the
21 student receives compensation. The bill defines "internship",
22 "student", and "educational institution". Penalty provisions
23 for discriminatory employment practices are made applicable to
24 discrimination against a student who is participating in an
25 internship.