

**House File 2417 - Reprinted**

HOUSE FILE 2417  
BY COMMITTEE ON STATE  
GOVERNMENT

(SUCCESSOR TO HSB 633)

(As Amended and Passed by the House March 5, 2020)

**A BILL FOR**

1 An Act relating to the treatment of adoptive parent employees  
2 and making penalties applicable.

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

1 Section 1. NEW SECTION. 91A.5B Treatment of adoptive parent  
2 employees.

3 1. For purposes of this section, "adoption" means the  
4 permanent placement in this state of a child by the department  
5 of human services, by a licensed agency under chapter 238, by  
6 an agency that meets the provisions of the interstate compact  
7 in section 232.158, or by a person making an independent  
8 placement according to the provisions of chapter 600.

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