HOUSE FILE 2417
BY COMMITTEE ON STATE GOVERNMENT

(SUCCESSOR TO HSB 633)

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

[= New Language by the House

A BILL FOR

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

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

Section 1. NEW SECTION. **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 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.