

# Employment of Minors

Date

8/20

Item

B.9

Indiana labor laws provide the following restrictions concerning the employment of minors:

A. Under the age of 14:

No minor under 14 years of age shall be employed or permitted to work for the University.

B. Age 14 and less than 18:

Minors within this age group may be required to have a work permit (issued by an accredited school in the school district where he/she resides) on file in the Human Resources Department before they may be permitted to work. Please contact Human Resources for more information.

Employers of minors are required by law to post the Teen Work Hour Restrictions poster.

**NOTE:** High school graduates (or equivalent) under the age of 18 are not required to have work permits. However, the individual must provide proof of graduation.

**EXCEPTION:** No work permit is required regardless of age for performers, actors and/or models so long as the performance is not detrimental to the safety, health or well-being of the minor. Provisions must be made for education equivalent to full-time school attendance in the public schools for children less than 16 years of age working as a performer, actor, or model.

Any department interested in hiring a minor should contact Human Resources for guidance.