

Child Labor

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Contact: [University Human Resources \(UHR\)](#)

Introduction

Iowa State University complies with Iowa and federal child labor laws. Youth under the age of 16 in Iowa are required to have a work permit before starting work and are prohibited from some forms of work. The Iowa Division of Labor provides clarification of Iowa Child Labor laws.

Policy Statement

No child under 14 years of age shall be employed with or without compensation.

Individuals 14 and 15 years of age will be allowed to work during the hours and in the occupations permitted in the Iowa Code, Chapter 92, Child Labor. The employee must submit a "work permit" (Child Labor Permit) as issued by the Iowa Division of Labor.

Individuals 16 and 17 years of age are not required to submit a "work permit"; however, individuals are required to present acceptable documents as evidence of identity and employment authorization.

It is the policy of the university to conform to the above regulation in the employment of farm labor even though agriculture is exempt.

Resources

Links

- [Iowa Code, Chapter 92](#)
- [Iowa Division of Labor](#)
- [USCIS I-9, Employment Eligibility Verification](#)
- [University Human Resources \(UHR\)](#)

Files

- [Child Labor \[Policy in PDF\]](#)