

Publications

Indiana Mandates Employee Leave for School Meetings

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Effective July 1, 2025, Indiana generally requires all employers provide unpaid leave for employees to attend school conferences and meetings for their children. Employers are prohibited from taking adverse action against an employee who is absent from work to attend an attendance conference or a case conference committee meeting regarding their child. Employers should review and update their leave policies to ensure compliance with this new mandate.

Eligibility

The law applies to all Indiana employers. Both full-time and part-time employees are covered under the law.

Notice Requirements

Employees must provide reasonable notice to their employers when requesting unpaid leave, except in cases of emergencies where advance notice is not feasible.

Documentation

Employers may require employees to provide documentation supporting the need for unpaid leave, such as medical certificates or other relevant documents.

Adverse Action

Employers may take adverse action against an employee for absences related to attending an attendance conference or a case conference committee meeting if: (1) the employee has attended more than one such conference or meeting within the calendar year, and/or (2) the absence exceeded the time reasonably necessary to attend the meeting and travel to and from the location.

If you need assistance with updating policies, drafting language to communicate this new law to your employees, establishing procedures for employees to provide necessary documentation for leave requests or related training, please contact your Vorys attorney.