



# Employment Law Coverage Thresholds for Human Resource Professionals and Business Owners

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## INDIANA STATE THRESHOLDS



Companies with the minimum number of employees listed below must comply and follow the applicable state laws.

- **Unemployment**  
= 1 employee
- **Worker's Compensation**  
= 1 employee
- **State minimum wage**  
= 2 employees
- **Indiana Civil Rights** (Ind. Code 22-9 et seq.)  
= 6 employees (Age and disability discrimination)



## FEDERAL THRESHOLDS

Companies with the minimum number of employees listed below must comply and follow the applicable federal laws.

- **Social Security** = 1 employee
- **OHSA** = 1 employee
- **Federal Minimum Wage** = 1 employee
- **Civil Rights (Title VII)** = 15 employees
- **Americans with Disabilities Act (ADA)** = 15 employees
- **Age Discrimination** = 20 employees
- **COBRA (Health Insurance Extension)** = 20 employees
- **Family Leave (under Family Medical Leave Act)** = 50 employees