

Local Ordinances in Indiana

Local governments in Indiana sometimes legislate their own rules for employers within their jurisdictions.

For example, some municipalities have living-wage laws stipulating higher pay than the state minimum wage (\$5.85 per hour), including:

Bloomington: The city and contractors on contracts larger than \$10,000 must pay their workers \$10 per hour. The same is true for employers that receive tax abatements of at least \$25,000 and have more than 10 employees. Covered employers that offer health insurance may deduct 15% from wages paid whether employees opt for the coverage or not.

Gary: Any recipient of the city's tax abatement must not only pay the prevailing wage but also provide health coverage to employees who work at least 25 hours per week.

Discrimination bans

Besides complying with the Indiana Civil Rights Act, employers must abide by anti-discrimination ordinances in these localities:

Indianapolis/Marion County: The county's human rights ordinance bars employment discrimination due to race, color, religion, ancestry, age, national origin, disability, sex, military veteran status, sexual orientation and gender identity. Employees may file discrimination complaints with the Indianapolis Department of Administration's Division of Equal Opportunity.

Bloomington: A city ordinance prohibits employment discrimination on the basis of religion, disability, sex, sexual orientation and gender identity. The Bloomington Human Rights Commission hears charges filed under the statute.

West Lafayette: A city ordinance makes it illegal to discriminate in employment based on age, color, marital status, disability, gender, sexual orientation, race, national origin, ancestry or religion. The West Lafayette Human Relations Commission enforces the ordinance.

Fort Wayne: Several city ordinances address employment discrimination. Specifically, Fort Wayne employers may not discriminate based on race, sex, color, religion, disability, ancestry, national origin, place of birth, age or sexual orientation.

Michigan City: The Michigan City Human Rights Commission enforces the city ordinance barring employment discrimination based on race, color, religion, national origin, disability, age, sexual orientation, sex (including sexual harassment and pregnancy) and ancestry.