

Liability Resources for Student Internships

There are numerous resources to help you navigate through questions you may have about student internships, working with minors, and related liability considerations. ElevateEdAZ has compiled many of those resources below that will take you to various government and non-profit entity websites. We encourage you to work with your organization's human resources personnel, consultants, and legal counsel as appropriate.

Arizona Minimum Wage

<https://www.minimum-wage.org/arizona>

Arizona Revised Statutes – Youth Employment

- Prohibited employment of persons under the age of eighteen:
<https://www.azleg.gov/viewdocument/?docName=https://www.azleg.gov/ars/23/00231.htm>
- Prohibited employment of persons under the age of sixteen:
<https://www.azleg.gov/viewdocument/?docName=https%3A%2F%2Fwww.azleg.gov%2Fars%2F23%2F00232.htm>
- Exemptions to the above statutes, including those pertaining to students in career education programs:
<https://www.azleg.gov/viewdocument/?docName=https://www.azleg.gov/ars/23/00235.htm>

Arizona State Constitution of Child Labor Laws

<http://www.azleg.gov/viewDocument/?docName=http://www.azleg.gov/const/18/2.htm>

Arizona State Office of Economic Opportunity

<https://oeo.az.gov/>

Industrial Commission of Arizona

- Occupational restrictions for minors 17 and under:
<https://www.azica.gov/labor-youth-employment-occupational-restrictions>
- Exemptions to the occupational restrictions linked above:
<https://www.azica.gov/labor-youth-exemptions>

Federal Government Youth Workers and the Law

<https://www.youthrules.gov/>

<https://www.dol.gov/general/topic/youthlabor>