

2-2.62

CHILDREN IN THE WORKPLACE POLICY

While the university is sensitive to the needs of working parents, caring for children in the workplace on a regular basis as a substitute for regular daycare is not permitted. However, caring for children in the workplace on an emergency basis is allowable on an infrequent basis of short duration, providing it is essential for the employee to be at work. Parents are solely responsible for actions of their children while on university property.

(1) Definition. For purposes of this policy, a child is defined as an individual under the age of 18 years who is not a student or employee of the university.

(2) Sick Children. A child who has an illness that prevents him or her from being accepted by a regular daycare provider, particularly a child with infectious disease, may not be brought to the workplace under any circumstances.

(3) Children of Students. Children of students are allowed in the classroom under the supervision of the parent or guardian in the following circumstances:

1. Those occasions when alternative arrangements are impractical or impossible, such as the illness of a day care provider; and
2. The faculty member responsible for the classroom has given specific advance approval.

(4) Alternatives such as the student arranging to record a particular session should be considered. Students should avoid bringing children to classrooms on days of examinations.

[PAC: 10/5/05]