

Children in the Workplace

The University is sensitive to the fact that, on occasion, it may be necessary or desirable for staff members or faculty to bring young children to campus. Emergencies may arise when regular child care is unavailable, or there may be times when children accompany their parents on national "bring a child to work" days or simply to be introduced to professional colleagues.

When young children are brought to the campus by their parent or guardian, it is important that they be monitored for their own safety and that their presence not be disruptive or inappropriate in a professional setting. Accordingly, these provisions will apply when children of faculty or staff are present:

1. Children may not be brought to the workplace on a regular basis in lieu of off-campus child care. If a child is brought to the campus on an emergency basis, the child may not be ill. The University's leave policies are quite liberal, both in the number of days allowed and in our desire to assist employees with occasional special or emergency family needs. Supervisors are encouraged to accommodate working parents with such occasional needs by allowing flexibility in work schedules.
2. Children present in the workplace must be accompanied by or under the direct supervision of the parent or guardian at all times. This policy is intended to avoid disruption, maintain a professional work environment, prevent property damage, and, most importantly, ensure the safety of the children.