

University Policy

Children in the Workplace

POLICY

The University values family life as evidenced in the daycare center located in McKay Education Building as well as supporting policies such as the Parental Leave and Family and Medical Leave Act. However, the workplace should not be used in lieu of a childcare provider. The University believes it is inappropriate for minor children of employees to be in work areas during work hours for several reasons:

- Risk of harm to the children
- The potential liability to the University, and
- Decreased employee productivity due to distractions and disruptions

It is the policy of the University that minor children of employees not be present at an employee's workplace (office, classroom, shop area, etc.) in lieu of other childcare arrangements, during the employee's working hours.

Human Resources Department Policy Section V 20-03
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