

# Tuskegee University

## Policy on Children in the Workplace

### **Policy Statement**

Tuskegee University values family life and has worked to develop employment policies and benefits that are supportive of families. While we seek to provide an environment open to work and family issues, the University cannot allow the continued or reoccurring presence of children (defined as persons below the age of eighteen years old who are not students, employees of the University, or enrolled in a University-sponsored program) in the workplace for the following reasons: (1) the potential for interruption of work; (2) health and safety concerns; and (3) liability to the University.

### **Applicability**

This policy applies to students, faculty, staff and vendors who may wish to bring children to the workplace. This policy does not apply to approved University programs that involve children.

### **Policy Principles**

Children are welcome on campus when the purpose of their visit is to attend classes or to participate in activities specifically scheduled and designed for their benefit. Additionally, children may be brought to the workplace by parent employees for other exceptional times when common sense would dictate that it is more efficient for the employee to bring the child into the workplace (e.g., following or before a physician's appointment if child is not contagious). The parent employee must supervise the child on such visits and ensure that they are not disruptive to other employees in the workplace, and must sign a Consent and Waiver in the form attached to this policy. During these visits, children must not be left unattended or with other employees.

It is not appropriate for children to be in the workplace on a regular basis, including after school or school holidays. Any child with an illness that prevents the child from going to a childcare facility or from attending school should not be brought to the workplace. No child with an infectious disease should be brought to the workplace under any circumstances. If employees must attend to their children, and short term childcare cannot be arranged, employees should take leave, as appropriate per University policy, to accommodate their children during working hours.

Children are not allowed in high-risk areas under any circumstances such as: public safety vehicles and public safety personnel engaged in the performance of their duties, laboratories, shops, studios, mechanical rooms, power plants, garages, food preparation areas, or any areas containing power tools or machinery with exposed moving parts. Children are not permitted in any university vehicles without being a part of an authorized program.

Employees who bring children to the workplace are responsible for all aspects of the child's behavior. The employee is responsible for the child's safety and is financially responsible for any damages caused by the child. The University does not accept liability for injuries to children or visitors on University premises in violation of this policy.

The department's supervisor may direct the employee to remove the child (or visitors) from the workplace at any time if the supervisor determines that this policy has been violated or that a child's presence negatively impacts University interests.

Questions regarding bringing children in the workplace must be directed to your department head and/or a Human Resources Representative.

**CONSENT AND WAIVER**

In consideration of Tuskegee University's agreement to permit me to bring my child/children to work with me in compliance with the Policy on Children in the Workplace, I hereby release and hold harmless, on my own behalf and on behalf of my children (i) Tuskegee University (the "University"); (ii) any entity affiliated with the University; and (iii) any of the current or former trustees, officers, agents, representatives, insurers, attorneys, successors, assigns, and current employees, if any, of the University, and the foregoing entities from any and all claims, liabilities, causes of action and demands of any kind or character, including negligence, whether vicarious, derivative or direct, that I, my children, or any of my children's family members, heirs, or assigns now have or may hereafter have or assert against the University, growing out of, resulting from, or connected with this policy and/or with me bringing my children to work or their presence at work with me. This waiver does not preclude remedies for injury that cannot be waived as a matter of law.

\_\_\_\_\_  
Signature of Parent/Employee

\_\_\_\_\_  
Date