

TITLE: CHILDREN IN THE WORKPLACE
POLICY #: 011

I. REASON FOR POLICY

The University values an atmosphere that fosters a healthy balance between workplace obligations and family matters. However, frequent recurring presence of visitors or family members during work hours is unsuitable for the following reasons: may cause decreased productivity, health and safety issues to the visitor and the campus community, and liability to the institution.

II. POLICY STATEMENT

SUNY Fredonia does not permit continual presence of children who require direct supervision in the workplace in lieu of other childcare arrangements. Emergencies should be discussed with your supervisor and may be accommodated on an individual basis. This policy applies to all campus buildings.

This policy is not intended to prohibit family members, minors, and dependents from attending cultural or sporting events, or authorized use of the gymnasium and pool facilities. This policy does not prohibit visitors to apartments of Residence Hall Directors, since their positions are “live-in” positions. Children and infants are welcome to visit the workplace on an occasional basis for brief visits. Employees should be aware that requesting fellow employees to provide childcare is an unacceptable practice.

III. AUTHORITY FOR POLICY

Adopted 11/11/04 by the authority of the President’s Cabinet.