

CHILDREN IN THE WORKPLACE

POLICY NUMBER: RESERVED FOR FUTURE USE
RESPONSIBLE OFFICIAL TITLE: DIRECTOR OF HUMAN RESOURCES
RESPONSIBLE OFFICE: OFFICE OF HUMAN RESOURCES
EFFECTIVE DATE:5/14/2003

I. POLICY STATEMENT

While Northern Kentucky University strives to provide an environment that is supportive of family/work issues, it also must provide a professional work environment, free from disruptions and distractions, for all faculty, staff, and student employees. The University believes that the workplace is not an appropriate alternative to childcare.

Minor children in work areas and offices pose a potential liability to the University as well the risk of harm to the children. Therefore, the University requests that employees not be accompanied by minor children during the employee's normal working hours.

If employees must attend to their children and childcare cannot be arranged, employees should use accrued sick or vacation leave or unpaid leave, as appropriate per NKU policy, to accommodate their children's needs during working hours.

This policy does not apply to University sponsored programs and events on campus that are intended for children or appropriate for families.

II. ENTITIES AFFECTED

Faculty, Staff, and Students

REVISION HISTORY

REVISION TYPE	MONTH/YEAR APPROVED
New Policy	5/14/2003
Choose an item.	
Choose an item.	
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