



CHILDREN IN THE WORKPLACE POLICY

It is the intention of the establishment of any College policy to facilitate the effective and efficient delivery of education and related services to our students, parents and members of the campus community. In order to accomplish this objective, it is necessary to treat every employee of the College in a fair and consistent manner; to establish, to the best of our ability, safe working conditions; and provide a workplace, equipment and materials appropriate for the task at hand.

It is acknowledged that the campus, in great part, is made up of public spaces. For this reason, it is often difficult to differentiate between the truly public areas and those spaces that are workspaces. Nevertheless, the workplace is intended to be devoted to the principles described above and in those workspaces, the presence of children not devoted to accomplishing these objectives can be disruptive and unsafe.

It is further acknowledged that arrangements for childcare are often expensive and inflexible. It is very tempting to use the College facilities as a place to bring a child for whom a parent cannot seem to make suitable day care arrangements, especially when the child is perceived to be well-behaved and quiet. However, there is the issue of safety, both for the child and those in the area around the child; the issue of work disruption and distraction from the objectives described above; the issue of the public's perception (because this is a State agency whose facilities are used extensively by the public) of allowing a child in the workplace.

Therefore, with the exception of special programs like Take Your Child to Work Day or infrequent and irregular periods when a child might need to be in the workplace in order to facilitate transportation to medical or dental appointments, both situations which require prior approval from the immediate supervisor, it is the policy of the State University of New York, College at Cobleskill, that children should not be in the workplace.

(Approved by Executive Management on 6/2/2010)