

### **Children in the Workplace Policy**

Accommodations for individuals with disabilities in accessing these policies are available upon request by emailing [accessiblepolicy@wcupa.edu](mailto:accessiblepolicy@wcupa.edu)

#### **Purpose and Scope**

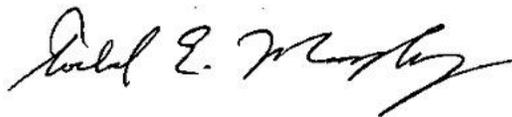
These guidelines should be used if bringing a child to the workplace.

#### **Policy Statement**

- A. Bringing a child to the workplace should be the exception, not the standard. Therefore, it is done only on a temporary basis. Consultation and approval from the immediate supervisor is required in advance.
- B. The child cannot be disruptive to the work environment. Nor can the presence of the child negatively impact on the work productivity of the employee, other employees, or students.
- C. Consideration must be given to the concerns of others. West Chester University facilities are primarily a place of work and if complaints arise, the child cannot remain in the work area.
- D. The employee is responsible for all acts of the child.

**Policy Owner:** William J. Helzlsouer,  
Associate Vice President and Chief Human Resources Officer

#### **Approved by:**



Todd E. Murphy  
Vice President for Finance and Administration

**Effective Date:** 3/19/2021

**Next Review Date:** (up to 4 years from most recent review or initial approval)



— UNIVERSITY POLICY —

**History:** Original Issued July 21, 1998

**Initial Approval:** President Adler