

# Pennsylvania College of Technology

## Policy Statement

**Title:** Children in the Workplace

**Number:** P 3.05.14

**Approved by:** Board Action

**Approved Date:** 07/2003

**Implementation Date:** 07/2003

**Last Review Date:** 04/2018

**Last Revision Date:** 07/2011

**Persons/Departments Affected:**

APT/Classified/Service/Faculty

**Responsible Department:**

Human Resources

**Definitions:**

**Policy:**

- I. Children of an age requiring supervision are not permitted in the workplace. This limits liability and prevents the inconvenience to employees that children in the workplace can cause. For purposes of child supervision, children should not be present in their parent's workspace, nor should young children of the age where parental supervision is normally required be allowed to spend time in College recreation, dining or other facilities where their supervision is absent or falls to another employee. Nothing in this policy precludes the occasional necessary visit by a child to the parental workplace that is common to family life or the use of campus recreational, dining or other such facilities while being supervised by a parent during non-work hours and during other College sponsored events.
- II. This policy applies to students employed under College Work Study or casual or regular employees.

**Revision History:**

Date: 7/2011 Added other College-sponsored events

**Cross References:**

Children in Classrooms, [Policy 4:47](#)