

Children in the Workplace

Memo

Posted 2/16/1994

UCSC FACULTY AND STAFF

Dear Colleagues:

RE: Children In The Workplace

There have been a number of recent complaints concerning staff and academic appointees who are bringing children to work for extended periods of time, possibly as an alternative to arranging for regular child care. These complaints have come as expressions of annoyance from co-workers about work disruption; of concern from individuals who feel obligated to, or are asked to, help supervise children while attempting to complete their own projects and assignments; and of worry for the welfare of young children who may be exposed to unsafe environments.

The University welcomes children in campus residential settings and provides child care programs on campus for staff and faculty (the Infant and Toddler Program at the Children's Center located at Family Student Housing and the YWCA Granary Child Care Center). Children and their parents participate in various recreational and athletic programs on campus year round. Such family-oriented activities are supported by the campus.

In addition, all members of the University community are encouraged to remain sensitive to the needs of working parents, and supervisors and managers are asked to attempt to accommodate working parents who have special needs as a result of family obligations. Various options for leaves and alternate work schedules are available through staff and academic personnel policies and procedures and Memoranda of Understanding. The recent Federal Family and Medical Leave Act of 1993 is an example of an appropriate approach to family issues.

As an employer, however, the University cannot permit either staff or academic employees to provide child care at the worksite or office. Office and work space is not designed with the safety of children in mind. There are safety hazards and possible University and supervisory liability in the event of accident or injury. Although the campus-at-large strives to be a family friendly environment, it must be recognized that it is not appropriate to bring children to work as a substitute for making arrangements for regular child care while at work. Such a practice is not permitted by campus or University policy.

Faculty and staff with child care issues are encouraged to use the [Employee Assistance Program](#) (EAP) as a resource. UCSC's EAP services provider, Managed Health Network, can provide literature on selecting child care facilities and a list of community resources that can be contacted for additional information and assistance. Counselors with managed Health Network are also available to help deal with other issues related to child care, such as feelings of guilt or anxiety over placing a child in day care, balancing work and family responsibilities, etc. For information and assistance, please call Managed Health Network at (800) 654-6717.

Sincerely yours,

Julia E. Armstrong
Assistant Chancellor
- Human Resources