



**SUB-TOPIC
CHILDREN IN THE WORKPLACE**

The University of Texas at Dallas is an institution that strives to attract the best and the brightest, and to encourage the pursuit of higher education among aspiring students, accomplished teachers and researchers, and diligent administrators. As part of this education mission, UTD sponsors many recruiting activities and welcomes young children and families to many special events. At The University of Texas at Dallas it is also important that students, staff, and faculty members recognize the problems that could ensue if children are brought routinely to campus in the course of daily operations. As such, it is the policy of The University of Texas at Dallas not to allow children in campus work areas, hallways, libraries, lounges and areas adjacent to classrooms, laboratories, or offices, except under brief or exceptional circumstances. The policy helps to ensure safety and to prevent children from inadvertently distracting faculty, staff, and students from their work.

APPLICABILITY

This policy does not apply to approved University programs that involve children including designated research programs with child subjects, childcare services offered in campus facilities, or an occasional brief visit.

EXCEPTIONAL CIRCUMSTANCES

In those brief or exceptional circumstances where children are allowed, the following guidelines apply:

1. Children must remain under direct supervision at all times.
2. A child who has an illness that prevents or would prevent him/her from being accepted by a regular daycare provider particularly with an infectious disease should never be brought to campus.
3. Children must not be allowed in any unsafe work area, or where their presence may put the safety of others in jeopardy including but not limited to laboratories or workshops. The presence of the child must not disrupt the work or learning environment or negatively impact productivity.
4. Students should not bring children to class without advance approval of the faculty member. Any request that children be removed from the classroom must be honored immediately by the student.
5. UTD employees must obtain approval from their supervisor when children are brought to campus. Any request that children be removed from the work area must be honored immediately by the employee.
6. The student or employee who brings a child to campus, regardless of permission granted, is solely responsible for the child and their safety and may not ask any other student or employee to supervise the child.