

## PROPOSED SFA FACULTY SENATE RESOLUTION ON CHILDREN IN THE WORKPLACE POLICY PROPOSAL

RESOLVED, that the Faculty Senate of Stephen F. Austin State University disapproves any proposed or enacted university policy that:

Is discriminatory in its impact on faculty, staff, and students;

And/Or

Is contrary to the University Mission of providing a “learner-centered environment” to students and promoting “excellence in teaching, research, scholarship, creative work, and service;”

And/Or

Is excessive, vague, and overly broad in the express language of the policy;

And/Or

Is unreasonable and unenforceable;

And/Or

Communicates a lack of respect for, and trust in, the faculty, staff, and students;

And/Or

Creates undue hardships for faculty, staff, and students;

And/Or

Lacks a plausible ameliorative justification.

RESOLVED, it is the sense of the Faculty Senate of Stephen F. Austin State University that the policy on minor children proposed by the Human Resources Department of Stephen F. Austin State University is such a policy.

THEREFORE, the Faculty Senate of Stephen F. Austin State University disapproves the children in the workplace policy proposed by the Human Resources Department, and urges the administration of Stephen F. Austin State University, and/or the Board of Regents, to reject this policy in full.

**PROPOSED SFA FACULTY SENATE RESOLUTION ON FAMILY WELFARE AD HOC COMMITTEE  
ALTERNATIVE PROPOSED CHILDREN IN THE WORKPLACE POLICY**

RESOLVED, that the Faculty Senate of Stephen F. Austin State University approves any proposed and enacted university policy that:

Is equitable and just with respect to faculty, staff, and students;

And

Serves the University Mission of providing a “learner-centered environment” to students and promoting “excellence in teaching, research, scholarship, creative work, and service;”

And

Is clear, proportional, and explicit in its policy language;

And

Is reasonable and enforceable;

And

Communicates respect for, and trust in, the faculty, staff, and students;

And

Supports faculty, staff, and students and their families, and fosters a healthy balance between workplace obligations and family obligations of faculty, staff, and students;

And

Is rooted in, and limited to, the plausible ameliorative policy justification of the establishment of guidelines that protect the safety of children in the workplace and that maintain a professional workplace environment.

RESOLVED, it is the sense of the Faculty Senate of Stephen F. Austin State University that the policy on children in the workplace proposed by the Ad Hoc Family Welfare Committee of the Faculty Senate is such a policy.

THEREFORE, the Faculty Senate of Stephen F. Austin State University approves the children in the workplace policy proposed by the Ad Hoc Family Welfare Committee of the Faculty Senate, and finds it to be an acceptable substitute for the policy proposed by the Human Resources Department of Stephen F. Austin State University on children in the workplace.

## **Children in the Workplace**

**Original Implementation: TBD**

**Faculty Senate, Family Welfare Ad Hoc Committee, January 2019**

### **Purpose**

The purpose of this policy is to support Stephen F. Austin State University's (SFASU) commitment to fostering a healthy balance between workplace obligations and family. The university welcomes young children and families to the campus while at the same time providing guidelines to protect the safety of children in the workplace and to maintain a professional workplace environment.

The University encourages all departments to allow employees who wish to meet family responsibilities to do so through the utilization of breaks, leave time, alternate schedules and adjusted hours or other accommodations to the extent that University services are not substantially impaired.

The policy applies to all SFASU employees.

### **Definitions**

**Minor child** is a child under the age of 13 not enrolled or accepted for enrollment in University courses, or who participates in a program sponsored by, or in association with SFASU.

**University program** is any SFASU program approved to utilize SFASU facilities.

**Frequent or Continuous** is defined as occurring or taking place on many occasions, in many cases, or in quick succession.

### **General**

Examples of acceptable presence include but are not limited to:

1. Non-student minor children utilizing facilities that are open to the public and whose age is appropriate for them to be unsupervised.
2. Minor children brought by a parent or guardian for brief visits.
3. Minor children attending special occasions that are employer sponsored scheduled during the regular work days and where attendance by children is encouraged. The employee's schedule for the special occasion may be adjusted to take the child's presence or needs into consideration.
4. Minor children accompanying a parent or guardian during hours other than the official university hours of 8 a.m. to 5 p.m.
5. Minor children involved in transformative experiences in/out of the classroom for the benefit of SFA students.

SFASU understands that visits by children of its employees occur for a variety of reasons. Therefore, SFASU should follow the following principles below regarding the presence of children in the workplace:

1. Children remain the sole responsibility of the parent or guardian and the parent or guardian is responsible for the supervision of the child, while the child is on campus.
2. The presence of the child cannot disrupt the workplace or allow children to do official SFA work or impede confidentiality of official SFA work related matters.
3. Minor children not participating in SFASU sponsored activities are prohibited from areas where significant potential safety hazards or liabilities exist and where strict safety precautions are required. These areas might include but are not limited to storage rooms, equipment rooms, and certain athletic facilities such as training rooms, courts, fountains, swimming pools, playing fields, and laboratories.
4. It is inappropriate for supervisors or faculty to ask reports or students to watch children during University time.

### **Failure to Comply**

Employees should use their own parental and professional discretion when it is appropriate to have children on campus. If the child cannot be managed in such a way that they create a minimal distraction for your colleagues or students, your supervisor may ask you to refrain from bringing your child to campus on a case by case basis. Continuous failure to comply shall be addressed by the supervisor in annual evaluations.

Cross Reference: Policy 7.11, Faculty Code of Conduct, Policy 11.4, Discipline and Discharge, Policy 12.24, Working Hours and Holidays

Responsible for Implementation: Vice President of Finance and Administration

Contact for Revision: Director of Human Resources

Forms: None

Board Committee Assignment: Academic and Student Affairs