

Children in the Workplace

In order to protect the welfare of the children of employees and volunteers, as well as the welfare of fellow employees and the protection of the district from significant liability exposure, children will not be permitted in the workplace as outlined below.

Employees are not permitted to bring children to the workplace while on duty unless an employee has an emergency, and only after her/his supervisor's permission is received. This includes school age children in the workplace during non-school hours. Supervisors will grant the use of paid or unpaid leave in the circumstance outlined above unless it is imperative for the employee to remain at the worksite for the current work shift.

An exception will be made for employees and volunteers who wish to bring their children to the annual "Bring your Child to Work Day."

Employees who violate this policy will face disciplinary action, as determined by their supervisor and the superintendent.

Volunteers are not permitted to bring children to the place in which they volunteer except as outlined in the guidelines as determined by the superintendent. This includes school age and nonschool age children during both school hours and nonschool hours.

END OF POLICY

Legal Reference(s):

[ORS 243.650](#)

[ORS 656.033](#)

[ORS 657.170](#)

[OAR 437-001-0760](#)