

Earlham Public Library

POLICY: Child at Work Policy

Adopted: April 10, 2012

Reworked: May 2024

Next Review: December 2025

Due to health and safety concerns, employees are discouraged from bringing children to the workplace. The Earlham Public Library Board of Trustees may permit employees to bring children to work on a limited basis. Brief, infrequent visits by children may occur in the workplace. In these circumstances, employees' children are subject to the Earlham Public Library's current unattended child policy.

Nursing Mothers

Nursing mothers are allowed to bring their children, up to but not beyond 12 months of age, to work.

School-Aged Children

Employees' school-aged children are allowed to come to the library during 'after-school hours'. In these situations, the children are subject to the Earlham Public Library's current unattended child policy.

Ill Children

Children with fever, vomiting, contagious illnesses or other ailments that require constant care should not be brought to the library.

Work Expectations for Employees

All situations regarding employees' children at work will be assessed by the Board on a regular basis to ensure the needs of patrons are being met and employees are able to reasonably accomplish required duties.

This policy will be reviewed annually rather than the typical 3-year time schedule.

ADDENDUM

As of May 6, 2024, current staff is grandfathered under the previous child at work policy (for one child), adopted April 20, 2022, until the time that a day care situation is resolved.