

CHILDREN IN THE WORKPLACE POLICY

Western New Mexico University does not allow children in the workplace. WNMU recommends, where possible, that Faculty/Staff make efforts to find suitable alternate childcare options for their children. If a Faculty/Staff member is unable to make such arrangements, he or she shall discuss the situation with his or her immediate supervisor to determine if an alternative arrangement might be an option. If extreme circumstances occur where the employee is required to report for work and there is no suitable alternate arrangement available for childcare, the employee will be allowed to bring his or her child to work only if approved by his or her Vice President or the President. In the absence of a suitable alternate arrangement, an employee will be required to take annual leave, sick leave, or leave without pay as applicable to care for a child when childcare is unavailable.

Approved by Policy Committee on April 15, 2010