



National University of Health Sciences General Policies

Title: **Children on Campus
(in the Workplace and Learning Environment)**

Page 1 of 5

Date Adopted: 09/17/08

Date(s) Revised: 03/17/09, 04/01/24.



President



Date

POLICY STATEMENT

Introduction

The workplace and anywhere within the campus learning environment is not an alternative to, nor substitute for, regular (or emergency) childcare. When childcare arrangements fail, the employee/student or visitor should seek alternatives to automatically bringing the child(ren) to the workplace or classroom or requesting to bring the child to the university. For employees, alternatives include using accrued leave or leave without pay to care for the child at home. For students, policies and procedures exist that are designed to assist and ameliorate the adverse effects upon students who are abruptly confronted with the dual threats of class absences and childcare exigencies. Institutions of higher education (IHEs) are often focal points of community activity, and inevitably attract all members of the public to various events and programs that take place on university premises, including the youngest—and most vulnerable—community members. As a result, IHEs must commit to providing a safe environment for any minor on campus. To do so, the university has adopted several campus safety protocols and legal guidelines that are designed to reduce the risk of harm befalling minors while on university property for sponsored activities, using campus facilities, or simply visiting either of the NUHS sites.

This policy applies to individuals who are employed, enrolled, or are guests of employed or enrolled personnel, or are visitors to any site owned or operated by the National University of Health Sciences (NUHS). The purpose of this policy is to provide explicit boundaries governing the presence of children in the workplace and throughout the learning environment at NUHS.

As a privately supported, graduate-level degree granting institution of higher education, the mission of NUHS is more specifically focused and narrower than the broadly construed, liberal mission of an undergraduate college setting. Specific emphasis and expenditures are devoted to the specialized training, facilities, and individualized support required to offer progressive programs for students seeking professional doctoral credentials in healthcare education. Consequently, resources at NUHS are carefully prioritized to support the intense didactic and clinical programs required to educate future healthcare providers while some ancillary services that publicly funded institutions provide, such as on-site daycare service, is not yet fiscally available for students and

employees at NUHS.

NUHS is committed to the health and safety of its faculty, staff and students and in maintaining a safe workplace and learning environment that complies with all local, state and federal safety and health regulations, programmatic standards, and with any special safety concerns identified at the unit level. Every person affiliated with NUHS is expected to assume a personal responsibility for their own safety and the collective safety of others within the university's community.

Applicable Federal and State Laws

The federal ***Child Abuse Prevention and Treatment Act (CAPTA)*** provides legal guidance to states in support of prevention, assessment, investigation, prosecution, and treatment of child abuse and neglect. (*CAPTA Reauthorization Act of 2010 (P.L. 111-320), 42 U.S.C. § 5101, Note § 3*). Also, individual states are required to have laws that, among other things, include provisions or procedures mandating that certain individuals (generally known as "mandatory reporters" e.g., social workers, teachers, IHE school personnel, healthcare workers, counselors, mental health professionals, childcare providers, and law enforcement officers) make reports to a state-run central registry when they have actual knowledge of, or have reasonable cause to suspect, child abuse and neglect. There are any number of activities that would put mandatory reporters at IHEs in contact with minors, and, accordingly, potentially expose them to the responsibility of having to make a report.

State civil laws define the conduct, acts, and omissions that constitute child abuse or neglect that must be reported to child protective agencies. A NUHS mandatory reporter (***in Illinois-State statute 325, § 5/4, in Florida-State statute § 39.201***) must inform the state when it is determine there is reason to believe that a child has been harmed or is in danger of being harmed — physically, sexually, or through neglect — and that a caretaker either committed the harm or should have taken steps to protect the child from the harm. The report must be made immediately and no one within the employment setting is permitted to restrain the report from being filed.

In 38 States (including Illinois and Florida), a child can be considered neglected when their parent or caregiver fails to provide adequate supervision that is appropriate for the child after considering such factors as the child's age, mental ability, physical condition, the length of the caregiver's absence, and the context of the child's environment.

Definition of Terms

Children: For the purpose of this policy, a child is any non-student individual under the age of 18.

Guardian: Someone who has been charged with or has taken responsibility for the temporary supervision of a child. A biological or legal relationship is not necessary.

In loco parentis: Refers to someone with day-to-day responsibilities to care for and financially support a child. A biological or legal relationship is not necessary.

Infants: For the purpose of this policy, a child that is under the age of one year.

Parent: The biological, marital or legal parent of a child or an individual who stands in loco parentis to the child.

Unaccompanied/Unsupervised Child(ren): A child who is beyond the immediate physical vicinity of a parent or guardian to be seen, heard and supervised at all times while in or on any building, vehicle or property owned or operated by NUHS.

Neglect: Neglect is defined (federally, and in general) as the failure of a parent or other person with responsibility for a child to provide needed food, clothing, shelter, medical care, or supervision to the degree that the child's health, safety, and well-being are threatened with harm.

Abandonment: (defined federally, and in general) as abandonment of a child when the parent's identity or whereabouts are unknown, or when the child has been left by the parent in circumstances in which the child suffers serious harm, or the parent has failed to maintain physical contact with the child or to provide reasonable support for a specified period of time.

Rules and Exceptions

As a progressive institution offering advanced healthcare education for more than a century, NUHS provides educational and support services primarily to adult learners. At the same time, NUHS recognizes the importance that families have in the lives of employees and students and the realistic necessity to have a clear policy that sets forth the rules governing children in the workplace and the learning environment on campus and the limited circumstances under which it would be permissible to bring non-student, minor children into the workplace or various learning environments, e.g., classrooms, practical instructional labs, student clinic, library, etc. To this end, NUHS has adopted the following general rules:

No employee, student, or visitor to NUHS shall leave a child unaccompanied/unsupervised nor shall a child be left in the care or supervision of a NUHS employee/student. No NUHS official, nor its employees, agents, or students may accept personal responsibility to supervise a child(ren) on NUHS premises.

Children are not allowed in areas where dangerous equipment is operated and/or where chemicals, cleaning products, solvents or any hazardous products are stored or used. There are no exceptions to this rule.

A child who is ill and not accepted by a regular childcare provider may not be brought to the workplace/learning environment under any circumstances. There are no exceptions to this rule.

The rules and exceptions within this policy are intended to foster respect for the needs of ***all*** parties impacted by the presence of non-student, minor children on campus. NUHS recognizes that children may accompany adults during visits to its campuses. ***However, children must always be under the direct supervision of their parent(s) or guardian(s) at all times.***

The workplace and learning environments are not appropriate places for non-student, minor children to be present without direct (visual and audible) parent or guardian

supervision or on any type of reoccurring or continuing basis. Additionally, it is inappropriate and **not** permissible, for a parent or guardian to relegate direct supervision of their minor child to any member of the university community – administrators, faculty, staff, or students. Unsupervised/unaccompanied children or children whose care or supervision has been imposed upon any employee or student will be viewed as causing a disruption within the educational or workplace setting and regarded as creating unacceptable personal safety concerns for the child(ren) in addition to promoting foreseeable legal and security liability burdens upon the university that the institution *must* avoid.

Exceptions to these rules include:

1. Officially sponsored institutional programmatic activities for non-students and minor children with appropriate adult supervision.
2. Workplace assignments in which one of the conditions of employment is residency in a campus facility, e.g., live-in resident hall director.
3. Brief visits, e.g., an employee/student brings his/her child, grandchild or other minor relative in to introduce that child to co-workers, faculty or fellow students provided the employee/student supervises the child(ren) at all times during the visit.
4. Special occasions that are university-sanctioned and at which attendance by children is encouraged.
5. Visits coordinated with, and approved by, the employee's supervisor. Children may be brought to the workplace by parent employees for brief visits or other exceptional times when common sense would dictate that it is more efficient for the employee to bring the child into the workplace (e.g., following or before a physician's appointment). The parent employee must supervise the child(ren) on such visits and ensure that the child(ren) is not disruptive to the parent employee work area or other employees in the workplace. It is not appropriate for non-student, minor children of any age to be in the workplace on a regular basis or for an entire day, including after school each school day or on regularly scheduled school holidays.
6. Children may **not** be brought into a learning environment where quiet study, instruction, individual/group tutorials, PowerPoint/video presentations, etc., are occurring (a classroom, practical instructional lab, student clinic, library, etc.) by a parent student. It is not appropriate, nor permissible, for non-student, minor children of any age to be in any learning environment with other students present, on a reoccurring basis or for an extended time (e.g., entire day), including after school each school day or on regularly scheduled school holidays.
7. In the event of an emergency (e.g., illness or injury to the dependent child(ren), personnel routinely entrusted with daycare/after-school activities, etc.) that necessitated the employee/student not coming to work or attending classes, or leaving work/classes to care for their child(ren), then advice should be sought and arrangements made with the employee's immediate supervisor/student's program dean (through their advisor) for prior approval to be accommodated temporarily or

for other options that might involve an extended span of time that complies with existing attendance policies.

Enforcement

- The parent/guardian of an unaccompanied/unsupervised child may be contacted by security and requested to return to the child.
- Parents/guardians of children in violation of this policy will be asked to remove the child from NUHS property.
- Unaccompanied/unsupervised children will be referred to security personnel. Children referred to security personnel may be asked to leave NUHS premises, may be referred to Child Protective Services, or may be referred to the local police, depending on their age, behavior, and other circumstances.

Violation of this policy by employees/students may result in disciplinary action, up to and including termination of employment or expulsion from the university.