



College of Veterinary Medicine Policies and Procedures

Subject: *Children in the Workplace*

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MSU-CVM POLICY ON CHILDREN IN THE WORKPLACE

PURPOSE

The College of Veterinary Medicine is committed to providing and maintaining a safe and secure environment for all individuals, including children. Maintaining the safety and health of all our employees and guests is contingent on our control of hazardous conditions and unsafe behaviors. Since the safety and security of children require additional measures because of unpredictable behaviors, CVM has adopted the following standard operating procedure.

This SOP applies to all CVM units on or off campus. This is in addition to the MSU Minor Protection Policy 01.29 which addresses child abuse and security.

IMPLEMENTATION

Under no circumstances shall a child under the age of 16 be left unattended in any building or property occupied by CVM.

Children under the age of 16 will not be allowed in any high risk areas. Examples of such areas include but are not limited to the following:

- Areas containing high levels of radioactive materials, hazardous biological agents, vectors, hazardous chemicals, heavy equipment, or possible hazardous research activity
- Research laboratories—especially BSL 2 level or higher
- Areas where research, teaching or clinical animals are housed or are undergoing treatment/handling.
- Shops—mechanical, farm equipment, maintenance
- Construction areas

An exception could be granted by the management of the area if there is a specific function authorized by CVM.

Children under the age of 16 will not be allowed to operate any CVM equipment, motorized or not.

RESPONSIBILITY

Children should not be brought to the workplace on a regular basis in lieu of childcare. Employees who occasionally bring children to the workplace should not leave the child unsupervised. Supervisors have the authority to deny the presence of children in the workplace. If the supervisor allows the occasional workplace visit of children, the employee must accept the responsibility of protecting the welfare of the child and the workplace environment. Any employee who violates the above Standard Operating Procedure is subject to disciplinary action.

Kent H. Hoblet

Approved
Kent Hoblet
Dean, College of Veterinary Medicine

4-24-17

Date

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