

# Tuskegee University

## Policy on Children in the Workplace

### **Policy Statement**

Tuskegee University values family life and has worked to develop employment policies and benefits that are supportive of families. While we seek to provide an environment open to work and family issues, the University cannot allow the continued or reoccurring presence of children (defined as persons below the age of eighteen years old who are not students, employees of the University, or

The department's supervisor may direct the employee to remove the child (or visitors) from the workplace at any time if the supervisor determines that this policy has been violated or that a child's presence negatively impacts University interests.

Questions regarding bringing children in the workplace must be directed to your department head and/or a Human Resources Representative.

**CONSENT AND WAIVER**

In consideration of Tuskegee University's agreement to permit me to bring my child/children to work with me in compliance with the Policy on Children in the Workplace, I hereby release and hold harmless, on my own behalf and on behalf of my children (i) Tuskegee University (the "University"); (ii) any entity affiliated with the University; and (iii) any of the current or former trustees, officers, agents, representatives, insurers, attorneys, successors, assigns, and current employees, if any, of the University, and the foregoing entities from any and all claims, liabilities, causes of action and demands of any kind or character, including negligence, whether vicarious, derivative or direct, that I, my children, or any of my children's family members, heirs, or assigns now have or may hereafter have or assert against the University, growing out of, resulting from, or connected with this policy and/or with me bringing my children to work or their presence at work with me. This waiver does not preclude remedies for injury that cannot be waived as a matter of law.

\_\_\_\_\_  
Signature of Parent/Employee

\_\_\_\_\_  
Date