

University Senate  
March 17, 2004

Motion: ***Be it resolved that the following statement regarding the presence of children and pets on campus shall be adopted by Western Connecticut State University.***

Western Connecticut State University aspires to remain a productive educational institution where faculty, staff, and students as well as the public can benefit from an accommodating and humane environment. Furthermore, as an equal opportunity employer, the University has an interest in supporting its members to balance the various demands they face as staff and students, and as people with family responsibilities.

At the same time, WCSU also recognizes its responsibilities to ensure the health, safety and welfare at work of employees and others.

In some instances, the accommodations and responsibilities the university extends to its members and visitors may be misunderstood, especially with regard to the presence of children and pets on campus. Therefore, the following shall be university policy.

- 1) Children (non-university students) under the age of 16 years or pets on campus must be accompanied by a parent, guardian, or custodian who is directly responsible for them. The parent, guardian, or custodian shall be liable for the safety and welfare of the child or pet at all times while on campus.
- 2) In the event that visiting children or pets of members of the university community or of visitors create a disturbance sufficient enough to diminish the working effectiveness of others, the responsible parent or guardian should be asked to remove the child or pet from the university's facilities or grounds immediately.
- 3) Anyone who feels that his or her working effectiveness or participatory membership in university life has been impaired by the presence or behavior of children or pets and whose request for amelioration of the situation has not been satisfactorily answered by the action of the parent, guardian, or pet's custodian may request interventions by the appropriate supervisor, department chair, or the Dean of Human Resources.
- 4) No one who is working in precarious physical circumstances or who is handling hazardous materials, or whose work is requiring exposure to dangerous chemical or biological substances, will host or act as the guardian of children or as the custodian of pets on the university campus while at work.
- 5) Pets must be under strict control of their custodians at all times. A member of the university community who feels endangered by an animal's presence or behavior may request that the pet's custodian remove the animal from the premises.