

EUREKA COUNTY SCHOOL DISTRICT

EMPLOYEES' CHILDREN, ANIMALS, AND VISITORS IN THE
WORKPLACE

To avoid disruptions to the employee and coworkers, potential distractions in serving members of the community and to reduce personal and property liability, employees are forbidden to bring children and animals to the workplace and are limited in having family and friends visit. This policy is intended to address the presence of children and animals while the employee is on duty and does not include official functions or activities promoted by the District which may allow children and/or animals.

Supervisors may grant a temporary exception to the rule prohibiting children or animals in the workplace to accommodate the employee. If an exception is granted, it is the responsibility of the employee to supervise and control the movements of the child or animal. It is not acceptable to request an accommodation to bring sick children into the workplace.

This policy does not apply to employees whose service animal has been approved by the District as a reasonable accommodation under the Americans with Disabilities Act.

The District understands that an occasion may arise when an employee receives a visit from a family member or friend during working hours and allows such visits providing they are short in duration and not disruptive to other employees or the public.