

INFANTS IN THE WORKPLACE

Infants in the Workplace Program allows greater options for eligible employees who need or want to return to work after the birth, adoption or placement of their infant. Research shows allowing a parent and infant to remain together in the earliest stage of life supports critical bonding, healthy infant brain development, and parental well-being. Research also shows that a clear policy outlining requirements, limitations, and expectations is imperative to the program's success.

Allowing eligible employees to bring infants into the workplace benefits the NWESD 189 and the employee as it allows for more continuity of work, decreases time-loss, supports a positive work-life balance, and increases employee engagement and job satisfaction. Eligible parents of infants between the ages of 45 days to six months or when the infant begins crawling may bring their child to work consistent with NWESD 189 policy and procedure.

The Superintendent will develop procedures for:

- 1) Determining which NWESD 189 positions are eligible for participation.
- 2) Ensuring that parents are productive while at work.
- 3) Ensuring that infants are safe while at the workplace.
- 4) The facilities and operational requirements of the program.

First Reading: 11/16/20

Second Reading: 12/16/20