

New Parent Accommodation

In order to help facilitate a new parent's transition back to work, the Humboldt County Office of Education may consider, on a case-by-case basis, allowing a newborn infant to accompany the employee-parent back to work.

Consideration will be given to written requests from employees whose circumstances meet all of the following criteria:

1. The employee's work place can physically accommodate the presence of an infant
2. The employee's work responsibilities can be performed efficiently and effectively without undo interference
3. The employee's child shall not be over 6 months old
4. The child's presence shall not be a distraction to the employee or to other employees
5. The employer shall be held harmless for accident, injury, or illness which may occur as a result of the infant accompanying the parent to/from/at work, and the employee shall sign a release of liability provided by the employer

The employee's initial request for accommodation must be submitted to the employee's supervisor, who shall forward it the Superintendent for final decision.

Approval may be denied or revoked if or when the Superintendent determines that any of the criteria listed above are not met.

Legal Reference:

EDUCATION CODE

1295 *Rights of certificated employees*

1311 *Employment of persons to positions not requiring certification qualifications*

35160 *Authority of governing boards*

35160.1 *Broad authority of school districts*

GOVERNMENT CODE

3543.2 *Scope of representation*

Policy

Approved: November 21, 2003

Reviewed: January 14, 2009

Humboldt County Superintendent of Schools

Eureka, California