

THE HOWARD COUNTY PUBLIC SCHOOL SYSTEM  
10910 Clarksville Pike  
Ellicott City, MD 21042

Circular No. 21  
Series 2016-2017

August 25, 2016

Chief Operating Officer

Children of Employees in the Work Place

To: All Staff

From: Anissa Brown Dennis, Acting Chief Operating Officer

With the exception of the National Take Our Daughters and Sons to Work® Day in April each year, employees are not permitted to bring their children into their school or office while in the course of their employment. Managers may prohibit employees within their organizations from bringing their children to work on National Take Our Daughters and Sons to Work® Day if they believe that the presence of a child may pose an undo safety risk for the child, the employee or if they believe work performance will be significantly affected.

For safety and liability reasons, employees may only bring one of their own children to work on Take Our Daughters and Sons to Work® Day. On that day, parents will ensure that they along with their children comply with applicable HCPSS, county, state, and federal safety requirements. The Howard County Public School System will not assume responsibility for injuries to an employee's child which may occur in the work place.

If you have additional questions, please call the Office of Safety, Environment and Risk Management at 410-313-6739.

ABD/TS/vw