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## Children in University Activities Policy

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### 1. Purpose

To contribute to the University's support for staff and students with responsibilities for children, through providing a clear set of principles for determining whether it is appropriate or not to allow children to be brought to University activities and, if so, under what conditions.

### 2. Scope

This Policy applies to all staff and students who wish to bring children to a University of Ballarat activity.

### 3. Definitions

**University activity:** any activity, or location of an activity, for which the University has responsibility as part of University of Ballarat operations.

**Child or children:** a person/persons under the age of 16 years.

**Parent:** biological or adoptive parent.

**Carer:** a person who has on-going primary or shared care of a child or children.

**Guardian:** a person who has legal responsibility for a child or children.

**Staff:** any person who is an employee of the University including, for the purpose of this Policy, other contracted staff.

**Student:** any person enrolled as a student of the University.

### 4. Policy Statement

The University is committed to policies and practices which support staff and students who are parents/carers/guardians.

The University recognises there are occasions when allowing staff and students who are parents/carers/guardians to bring children to a University activity assists these staff and students to balance their work/study and caring responsibilities. However, the University recognises that, in a variety of situations, there are reasons why such access may need to be refused or limited.

As such, children attending University activities, or any decision to limit the attendance of children, must be in accordance with the Children in University Activities Procedure.

### 5. Responsibility

The Manager Equity and Equal Opportunity is responsible for the provision of advice and promulgation of this Policy.

The Pro-Vice-Chancellor (Administrative & Academic Support) has overall responsibility for the implementation of this Policy.

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All staff with responsibility for other staff and/or for student activities and/or for specific locations have responsibility to implement this Policy with reference to the Children in University Activities Procedure.

#### 6. Legislative Context

Victorian Equal Opportunity Act (1995)

Commonwealth Human Rights and Equal Opportunity Commission Act (1986)

Victorian Occupational Health and Safety Act (1985)

#### 7. Associated Documents

University of Ballarat Children in University Activities Procedure

University of Ballarat Hazard Identification, Risk Assessment and Control for Children in University Activities

University of Ballarat Breastfeeding of Infants Policy

University of Ballarat Valuing Diversity/Equal Opportunity Policy