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## ~ Bring Your Child to Work Day ~ April 27, 2017

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Want to demonstrate to your employees that your company values them and promotes work-life balance? Consider allowing your employees to bring their children to work for a day.

This April 27<sup>th</sup> is national **Bring Your Child to Work Day**, and is a great way for companies to boost employee morale and engagement.

But before you send out the company memo, consider the below points before letting children come to the workplace.

- **Is it safe?** - Determine whether your workplace is suitable or safe for children. Workplaces with heavy machinery or equipment may not be ideal for youngsters.
- **Minimize disruptions** – Ensure that parents are constantly monitoring their children and behavior. Set guidelines that children must be accompanied by an adult at all times and are not permitted to wander around unattended. It is also a good idea to limit certain areas that are considered off limits, such as confidential areas.
- **Productivity expectations** - Set clear expectations to employees that their work still needs to get done and deadlines are to be met.

- **Set age limits** – Determine the appropriate age limit for your workplace, such as only allowing children in Grade 1 and up. Depending on the nature of your business, it may not make sense to allow infants/toddlers in the office.
- **Limit liabilities** – Consider having parents sign a consent form that the company is not held liable for any damage done to property and equipment, or any injury to the child.
- **Plan activities** – To enrich the experience for both the children and staff, consider planning activities for the children to break up the day. Have employees present as speakers, offer snacks, or have a “play station” set up in a break area. The possibilities are endless.

Bringing children to work can be a rewarding experience for everyone involved. Just be sure to consider the pros and cons for your particular business beforehand. When you have questions about employee engagement or other HR best practices, contact us at McCloskey Partners, LLC today.

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