



Children, Dependents, and Minors on Campus Policy

Purpose:

Minnesota North College (MNC) is committed to maintaining a safe, productive, and learning-focused environment for students, employees, and visitors. While welcoming families and visitors, appropriate limitations on the presence of children and dependents are necessary to protect health and safety, ensure regulatory compliance, and support the effective operation of college programs and services.

Definitions:

Minor / Child: A person under the age of 18 who is not enrolled as a student of Minnesota North College.

Dependent: A minor for whom an employee, student, or visitor has responsibility for care or supervision.

Supervisor: Includes managers, supervisors, deans, directors, and MNC Executive Cabinet.

General Policy Statement:

Children and dependents may be present on Minnesota North College campuses only under conditions that ensure appropriate supervision, safety, and minimal disruption to instructional work, normal work day and campus operations. At no time may a minor be left unattended on campus.

What Is Reasonably Allowed:

- Short-Term, Supervisor-Approved Emergency Exceptions:
 - Children may be present in an employee's workplace on a limited, short-term basis due to emergency or urgent circumstances when prior approval is granted by the appropriate supervisor or designee. Such exceptions are temporary and not intended as ongoing arrangements;
 - When the child or dependent is on campus, the employee must be the one who primarily supervises during the visit; and
 - Prevent any breach of confidential information.

- College-Sponsored Events and Activities:

Minors may attend official Minnesota North College-sponsored events such as campus tours, ceremonies, recognition events, or family-focused activities when



the event is designated as open to minors, minors are appropriately supervised at all times, and participation does not disrupt learning or work environments.

- **Approved Youth Programs:**

Minors may participate in approved youth programs, camps, or educational activities conducted under the authority of Minnesota North College, provided the program complies with applicable college procedures, safety requirements, and legal obligations related to minors.

What Is Not Reasonably Allowed:

- **Substitute for Childcare:**

Bringing a dependent to the office, classroom, or workplace as a substitute for regular childcare arrangements during an employee's scheduled work hours.

- **Hazardous Environments:**

Bringing children or dependents into areas where safety risks exist, including laboratories, shops, clinical or applied learning environments, or areas where chemicals, equipment, tools, or hazardous materials are used or stored. Children are not allowed to be in high security areas on campus.

- **Disruption of Work or Learning:**

Bringing children to campus in a manner that inhibits, distracts, or interferes with employees, students, or others in the performance of their work, instruction, or learning activities.

- **Unattended Minors:**

Leaving a minor unattended anywhere on campus, including in buildings, outdoor spaces, or vehicles. Unattended minors may raise safety concerns and trigger mandatory reporting obligations under Minnesota law.

- **Infectious or illness:**

Children who are infectious or contagious are not allowed to be on campus.

Responsibilities:

Parents, Guardians, or Accompanying Adults: Are responsible at all times for the supervision, behavior, and safety of minors and must ensure minors comply with this policy and do not enter restricted or hazardous areas.

Supervisors: Before allowing a child, dependent, or minor to be on campus, the Supervisor must: 1) address possible disruptions of having child(ren) in the workplace; 2) consider any breach of confidential information that may arise from having children in the workplace; and 3) consider whether a child on campus is appropriate to the specific work being done. Supervisors have the right to deny the presence of children in the workplace and may revoke previously granted permission to bring the child or children to the workplace.

College Employees: Who observe policy violations or safety concerns related to minors should report them to their supervisor or campus administrator and must comply with mandatory reporting requirements when applicable.

Related Obligations: Minnesota North College employees are subject to Minnesota mandatory reporting laws related to the maltreatment or neglect of minors, including situations where a child's safety or well-being may be at risk due to lack of supervision.

[Minnesota State system Procedure 1C.0.1 Employee Code of Conduct](#)

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Date of Implementation: April 2026

Date of last review and update: