

10.1 PARENTAL EMPLOYEE POLICY

Overview

BACI supports employees to place their children in BACI's Children's Services. Providing service to a child in the same child care program that the parent works in, however, has some possible negative impacts including:

(1) Confusion of, and negative impact on, an employee's child

A young child could experience anxiety and confusion if they received a different level of care from their parent depending on whether the child and the parental employee were in the work environment as opposed to the home environment.

(2) Real or perceived conflict of interest

If an employee were required to provide care to a group of children that included their own child, the parental employee might experience difficulty maintaining an appropriate distinction between the dual roles of parent and professional early childhood educator. Beyond the parental employee's ability to appropriately balance the dual roles, there is likely to exist a perception on the part of the other parents that there is a conflict of interest.

(3) Real or perceived lack of objectivity

If an employee were required to provide care to a group of children that included their own child, the parental employee might not be able to respond to emergency situations in an objective, unbiased manner.

In addition, the parental employee might not be able to objectively describe situations and interactions involving their own child to management, staff and/or parents of the other children for whom the parental employee provided care. When a parental employee is able to maintain an objective point of view, others may perceive a lack of objectivity.

Definitions

For the purpose of this policy, the term "program" will refer to each individual age group, for example, Infant Toddler, 3-5 and Out-of-School Care.

The term "parental employee" will refer to the employee in Children's Services who requests to enroll their child in a BACI child care program. The term "Manager" will refer to the Manager of Children's Services.

Policy

BACI Children's Services will not enroll a child in the same program in which their parent is employed. BACI recognizes the position of privilege that the dual role as a professional Early Childhood Educator and a parent will bring into this child care partnership.

This policy applies to all employees employed within Children’s Services at the Burnaby Association for Community Inclusion.

To avoid further confusion and disruption to services for the child, an employee’s child already enrolled in a BACI child care program may remain in their existing space, without prejudice.

Accommodation of Parental Employees

We recognize that this policy places limitations on the Children’s Services employees and their ability to enroll their children in the child care programs at BACI. Children’s Services will work co-operatively with its parental employees in an attempt to accommodate their requests, while still adhering to the policy.

1. The parental employee will advise the Manager which child care program they are requesting to enroll their child.
2. The Manager will attempt to locate a space for the child in a child care program different from the parental employee.
3. If the Manager can not provide a space for the child in an alternative program, the Manager will attempt to facilitate a “job switch” with an employee in another program or center. This type of job switch will only occur with the consent of the other employee and only when each employee is qualified to perform the duties of the other.
4. If the Manager facilitates a “job switch,” the parental employee will switch jobs with the other employee on a permanent basis or as long as the child is eligible for that program.
5. If the Manager cannot facilitate a “job switch,” the parental employee will continue to work in their current program, but shall not enroll their child in that program.

Linking Policies

1.5 Conflict of Interest Policy

1.8 Code of Ethics

1.12 Corporate Responsibility Policy