

## Policy Statement on Dependent Care

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~~Balancing work and family responsibilities is a concern for many members of the academic community.~~

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~~Dependent care is integral to work-life balance, recruitment, and retention of academic and general staff, as well as students.~~

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~~Universities and colleges should provide information, guidance and assistance to members of the academic community regarding resources, programs and policies relevant to dependent care, including schools, child care, elder care, attendant care, parental leaves, and other family concerns.~~

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~~Universities and colleges should provide, either directly or by contract, child and infant care on or near campus for members of the academic community.~~

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~~Child and infant care should be affordable, high quality, and accessible. Accessibility includes sufficient number of spaces in childcare facilities. Such care should be provided in a public or not-for-profit organization and by staff who are unionized and appropriately remunerated.~~

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~~Furthermore, child and infant care should reflect the demands of academic work by being available during the hours when academic and general staff are expected to work, as well as by being flexible enough to include casual and occasional care, and emergency care to accommodate the sudden illness of a child or infant.~~

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~~Universities and colleges should ensure reasonable accommodation of work schedules for academic and general staff with responsibility for dependent care.~~

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Member associations should negotiate contract language which ensures that academic and general staff are supported in meeting their dependent care obligations including, but not limited to, sufficient access to **employer funded** child and infant care, ensuring reasonable

accommodation of work schedules, ensuring that no member is penalized as a result of their dependent care responsibilities, and ensuring access to appropriate family leave provisions.

**Approved by the CAUT Council, April, 2012;  
Draft Approved by the CAUT Executive Committee, November 2016.**