


Title: Under 13 Minor Child Policy	Effective Date: 01May2024	
Doc No: Biolabs_OPS_200	Revision No: 1.0	Page No: 1 of 3

1.0 Purpose and Introduction

- 1.1 The purpose of this policy is to outline guidelines and procedures for having minor children under the age of 13 years in BioLabs' facilities. It will ensure a safe and productive work environment for our staff, residents, visitors, and contractors, provide guidance for good practice, and ensure the safety of minors while avoiding workspace disruptions for our residents and staff.

2.0 Scope


- 2.1 This policy applies to all Biolabs sites.
2.2 This policy covers all minor children aged 12 years of age or under

3.0 Definitions

Term	Definition
Minor	Someone under a certain age, usually the age of majority, which demarcates an underage individual from legal adulthood.
Majority	The age threshold of legal adulthood as recognized or declared in law for that locale. Depending on the country and country-specific divisions, the age of majority ranges from 15 to 21 years of age.

4.0 Responsibilities

Function	Responsibilities
Biolabs Management	Responsible for holding managers and supervisors accountable for complying with the provisions of this policy, and for providing the necessary resources for its implementation.
Biolabs Site Staff	Responsible for holding site staff, resident members, contractors, visitors, and participating minors to the provisions of this policy.
Residents, Visitors, Contractors, and Minors	Will adhere to all provisions of this policy.

Title: Under 13 Minor Child Policy	Effective Date: 01May2024	
Doc No: Biolabs_OPS_200	Revision No: 1.0	Page No: 2 of 3

5.0 Policy

5.1 BioLabs does not allow any minor children on site under the age of 13.


- 5.1.1 BioLabs does not provide any daycare services. BioLabs does not provide adequate facilities or personnel to ensure the safety of minor children at our sites.
- 5.1.2 BioLabs staff or residents with an ailing minor child or one requiring supervision must take sick leave or PTO to manage those responsibilities.
- 5.1.3 Exceptions to this rule are listed in section 5.2.

5.2 Exceptions

- 5.2.1 Minor children accompanying their parent or guardian on a visit to a BioLabs site.
- 5.2.2 Minor children part of a sponsored tour group with a BioLabs site.
 - 5.2.2.1 Permission slip for each participant is required (see Section 7.0, also linked here).
- 5.2.3 In all exception cases, BioLabs staff must directly supervise these groups.
- 5.2.4 Restrictions
 - 5.2.4.1 Minor children under 13 are **NEVER** allowed in any lab space (**NO EXCEPTIONS**), due to safety and development concerns.
 - 5.2.4.2 Visits and tours with minor children must be less than or equal to two (2) hours in length and minimized as much as possible to prevent disruptions to the staff and resident base.
 - 5.2.4.3 Any minor children must be fully supervised by the parent(s) and never out of the parent or guardian's presence.

6.0 Revision History

Revision Number	Revision Date	Nature of Revision	Author
Original	N/A	Original document	JL

Title: Under 13 Minor Child Policy	Effective Date: 01May2024	
Doc No: Biolabs_OPS_200	Revision No: 1.0	Page No: 3 of 3

7.0 Permission Slip

RELEASE FOR SITE VISITORS

1. Waiver of Liability. I am participating in a visit to BioLabs _____. I understand that there may be risks involved with this visit, including the risk of infection or bodily harm, and I agree to assume all responsibility for those risks. I agree, to the maximum extent permitted by law, to release, discharge and hold harmless BioLabs, BioLabs _____ site, their affiliates, and employees, from and against any liability, claims or suits on account of injury to me, death, or damage to personal property. This means that I cannot sue or recover any damages from BioLabs if anything happens to me or my property during my visit to BioLabs.

2. Media Authorization. During my visit, BioLabs employees may take photos of the event, which may include images of me, and I grant BioLabs, and those acting with

BioLabs' authority and permission, the right and permission to use, display, and publish the photos for internal display or publication, as well as external display or publication to the public (including, but not limited to, BioLabs' website or social media posts).

I have read and fully understand this entire Release, and I agree to be legally bound by this Release.

Visitor Signature: _____

Visitor Name (Printed): _____

Date: _____

(Note: This must be signed by the visitor's legal guardian if the visitor is under 18 years of age)

Legal Guardian Signature: _____

Legal Guardian Name (Printed): _____