



UNIVERSITY OF TORONTO

University of Toronto
Governing Council

Policy on Child Care Programs

June 26, 2003

To request an official copy of this policy, contact:

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Policy on Child Care Programs

(The University's *Policy on Day Care* was last revised on May 1, 1987)

Preamble

The University of Toronto is committed to the provision of child care programs and services on its campuses that further the University's academic mission. Maintaining the excellence of the University's academic programs and the diversity of the University's population requires recruitment of the best faculty, students and staff. The provision of excellent child care programs on the University's campuses will create work, study, teaching and research environments in which all University members can fulfill their potential.

The University will support child care options for University families that are high quality, flexible, affordable and that are integrated with the cycle of University programs for study, teaching and research. Whether the child care program is offered by the University as license holder or by a third party operating within the context of an occupancy agreement, child care centres will provide full-time and part-time options, will give absolute priority to University families, and will actively support the University's teaching and research functions.

Implementation

The University Child Care Advisory Committee shall have the primary responsibility for implementation of this policy. The Committee will report jointly to the Vice-President and Provost, and to the Vice-President, Human Resources. The Committee shall meet at least three times a year and shall consult other stakeholders on issues, as appropriate. It will review the policies and operations of all child care programs at the University. In addition, the Committee will review best practices regarding child care service, and set the general requirements for child care programs that operate as part of the University's network of child care services. These requirements will include (but are not limited to): the condition of absolute priority for University families; the establishment of a campus-wide waiting list; setting of targets for University enrolment for each program; setting of targets for part-time spaces offered; maintenance of effective University representation on boards or advisory committees; compliance with all applicable laws and regulations covering the operations of child care programs in Ontario; and compliance with all relevant University policies. The Committee will also oversee the development of occupancy agreements for each third-party program, and will review all applications for teaching and research initiatives in the centres.

University Child Care Advisory Committee

Terms of Reference

1. To serve as a forum for the discussion of child care issues and the provision of child care service at the University.
2. To ensure that information regarding all legislation and regulations relating to the provision of child care service is disseminated as appropriate to the license-holders of child care services, and to make efforts to ensure that legislation and regulations are followed consistently throughout the University.
3. To make recommendations for each child care program on features such as percentage of University families enrolled, services to families with children who have special needs, and the number of spaces offered for part-time care.

4. To oversee the development of and compliance with individual occupancy agreements for those programs that are offered by third parties, which will require the child care program:
 - to establish a method for absorbing the occupancy costs, which may be linked to the percentage of University families enrolled in the centre in each year;
 - to accept the appointment by the President of at least one University member to the Board or other policy-making body;
 - to provide annual audited financial statements to the University at the end of the fiscal year;
 - to operate the child care centre according to sound financial management principles;
 - to comply with all applicable laws and regulations concerning the operation of day care centres;
 - to operate as a non-profit incorporated organization licensed under the relevant provincial legislation;
 - to meet the University's expectations in terms of enrolment of University families, services to children with special needs, provision of part-time care, and inclusion of teaching and research opportunities in the child care's operations;
 - to operate a program consistent with the principles of the University's Policy on Child Care Programs.
5. To develop consistent guidelines on issues such as "grandparenting" places for children whose parents graduate or leave the University, including guidelines for differential fee structures.
6. To make recommendations regarding University families not eligible for subsidy for their child care costs.
7. To review periodically the University's Policy on Child Care Programs, and activities and programs that operate under that policy, including teaching and research, and to make recommendations to relevant University officers and bodies.

Membership

- Vice-Provost, Students (co-chair)
- Quality of Work/Life Advisor & Special Assistant, VP, Human Resources (co-chair)
- Director, Early Learning Centre
- Director, Office of Student Affairs
- Director, Faculty Renewal
- Co-ordinator, Family Care Office
- Senior Employment Relations Legal Counsel
- One representative of University of Toronto at Mississauga, appointed by the Vice-President and Principal
- One representative of University of Toronto at Scarborough, appointed by the Vice-President and Principal
- Chair, Centre for Early Childhood Development, George Brown College
- One student member of Governing Council
- Two faculty members with research interests in early childhood development or education, appointed by the Vice-President and Provost

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