

To: University Leadership Team

From: Elaine Do Rosario, AVP & Chief Human Resources Officer

Date: October 21, 2025

Subject: ***Take Our Kids to Work Program: Wednesday, November 5th, 2025***

Every year the Upper Grand District School Board, the Wellington Catholic District School Board along with other Ontario school boards co-ordinate a *Take Our Kids to Work* program whereby Grade 9 students accompany their parent to work and observe them in their daily role as an employee.

The University supports this initiative and wishes to ensure that the experience for these students, who may shadow parents at University workplaces on Wednesday, November 5th, 2025 is both a safe and a productive one. Please share this information with you team(s).

All school boards require that parents sign a waiver, and the University will also require a *Release and Indemnification Form* from the parent or guardian of any student who is participating in this initiative. A copy of the Form is attached, and you may make photocopies.

Application:

The signed *Release and Indemnification Form* is to be forwarded to **Environmental Health and Safety, ASAP for tours** and on or before Friday **October 31st, 2025**. Permission to bring a student into the workplace must be obtained and authorized by the Dean/Designate or Director/Designate of your workplace.

Program Outline:

- It is important that the [Take Our Kids to Work](#) program commence with a **mandatory safety orientation in the parent/ guardian's host department**, to review pertinent health and safety awareness, workplace-specific risks and local safe work procedures.
- Ensure any required personal safety equipment (e.g., safety glasses) and written safety instructions (e.g., workplace safety rules) are provided to the student. Students must remain under supervision throughout the day.
- **Under no circumstances shall students be permitted to operate motorized vehicles or farm equipment.**

This year, several **tours** have been arranged in order to provide insights into unique facets of the Guelph campus, and to enable participation for those whose workplace is off limits for shadowing.

- These tours are available for limited group sizes and **must be registered for in advance**.
- Please indicate your interest in having your student join a tour, by tour name or number on the *Release and Indemnification Form*. **No tours?** Please indicate activities they will observe.
- **Parents/ guardians: ensure your department dean/ designate or director/ designate approves** your child's attendance for the day.
- Parents/ guardians will **receive confirmation of tour enrollment, if submitted to EHS by the deadline: Friday October 31st, 2025**.
- Parents/ guardians: **make arrangements to get your student to and from the tours**.

2025 Tours

Tour 1: Nature's Marks (9:30 am – 10:30 am)

Do you really know who is living in and visiting your backyard? Sometimes it is hard to see critters but they leave traces of their presence behind - scat, holes, and nests. Become an investigator and discover who lives and lurks in The Arboretum! We will start and conclude at the Arboretum Kiosk located on Arboretum Road past Alumni house. **Maximum 15 participants. Dress for the weather.**

Tour 2: Head, Shoulders, Knees and Science! (10 am – 11:30 am)

Come visit the Human Health Sciences team and discover how they explore the human puzzle as a link to overall health sciences. Meet at the Entrance to the Human Nutraceutical Research Unit on McGilvray Street, (where Food Science Building meets the Guelph Food Innovation Centre). **This tour is limited to 15 participants.**

Tour 3: Biodiversity, Insect Collection and DNA Barcoding (11 am – 12 pm)

Ever wonder how DNA is determined and used to identify species? Meeting at the entrance to the Centre for the Biodiversity Genomics, building 135, starting at **11 am**, this 60-minute tour will include a review of DNA barcoding processes and a visit to the Centre's insect collection. **Limited to 10 participants.**

Tour 4: Robots at work (12:00 pm – 1:00 pm)

Have you ever wondered how robots are directed to complete tasks? Come learn about the programming language used to guide their actions and the uses of robots in industry. Observation of students working on their projects in the labs may be possible. **Meet at RICH 2504 at 12:00 pm. Maximum 20 participants.**

Tour 5: Ontario Veterinary College Complex tour (12:30 pm – 1:20)

Beginning (and completing) outside room 1713, this tour is of veterinary teaching spaces for about 50 minutes, led by student veterinarians in the DVM program. Perfect for all future veterinarians! **Maximum 30 participants.** Due to biosecurity and confidentiality concerns, visitors to OVC are not permitted to "wander around" or explore within the clinics without a guide. Please note that there is a strict no photography or video recording policy in areas where animal patients or client names are present. Children under the age of 12 are not permitted on tours.

Tour 6: Department of Athletics (1 pm to 1:45 pm)

Tour the state of the art, award-winning Athletics facilities and learn about the benefits of physical activity on mental health and well-being. **Meet in the Lobby, through the Larry Pearson entrance. Limited to 20 participants.**

Tour 7: Bovey Greenhouse (1:30 pm – 2:30pm): This 1-hour tour will commence from the front foyer of the Bovey Building. See current research projects and answer questions such as: "Can plants help treat cancer in humans?" Visit the Bovey tropical plant collection and learn about plants that are part of the world's food economy as well as those that are just plain weird! As time allows, participants will propagate a plant to take home. **Limited to 20 participants.**

Tour 8: Campus tours (2 pm – 3:30 pm)

Starting at the University Centre, this tour runs for 1.5 hours and covers all the highlights of campus! Stops include: Rozanski Hall, the Science Complex Atrium, the Library, MacNaughton Bookstore, Athletics, Creelman dining hall and residence. Tours start from the Campus Tour Centre, third floor UC (take the North elevator) and finish in the UC main level courtyard. **Max 30 participants.**

Open Event: Wild Ontario - Branion Plaza (all day)

Come for a nose to beak opportunity to meet the birds and learn about the live-animal, environmental education program these Wild Birds and volunteers promote. Please note **this is a drop-by option**; no registration required.

For reasons of safety, overcrowding or privacy of clients, **certain work sites have been deemed inappropriate to host student visitors**; these are listed below.

Work Sites/Activities Not Permitted for *Take Our Kids To Work* Program:

1. University Construction Sites
2. Central Utilities Plant
3. Steam Tunnels
4. Hospitality Services Kitchens
5. Bulk Chemical Storage Locations (flammable and corrosive liquids, pesticides)
6. Animal Bioscience Abattoir
7. Biomedical Sciences Gross Anatomy
8. Human Health and Nutritional Science/Human Anatomy Lab
9. Animal Health Laboratory (AHL), Agriculture and Food Lab (AFL) and Pathobiology Post Mortem
10. CRIFS

11. Rooms for which Biohazard Permits have been issued
12. Intermediate Level Radioisotope Laboratories and areas where Radiography Equipment is used
13. Counselling Services
14. Human testing and medical facilities (Student Health and Wellness, Occupational Health and Wellness, Human Health and Nutritional Science/Human Anatomy)
15. Private living areas of Student Residences
16. Patient care areas of Ontario Veterinary College Health Science Center and Smith Lane Clinic
17. Driving Motorized Vehicles
18. Operating Machines/Equipment in Machine Shops
19. Climbing Ladders, Scalable Fixtures or operating/riding on any Lifting Device
20. Areas where Class III and Class IV Laser Devices are being used
21. Hazardous Environments (gases, welding, noise, dusts)
22. Campus Safety Office (Campus Police) and Fire Prevention
23. Other work sites identified by the University's Director of Health, Safety and Wellness

The University of Guelph, as employer, has a duty to provide and maintain safe workplaces, to provide safety information to workers and students and to comply with occupational safety regulations. As part of the educational benefit of the *Take Our Kids to Work* program, those organizing and supervising the experience for these students **must** promote safety awareness and require the use of personal protective equipment (e.g. safe lab techniques, safety glasses, etc.).

More information and a **sample orientation** can be found at: <https://www.uoguelph.ca/hr/hr-services-environmental-health-safety-ehs-take-our-kids-work-2015/take-our-kids-work-orientation>

Please direct questions or requests for a list of orientation topics to ehs@uoguelph.ca or phone (519) 824-4120 extension 53282.

Should you have any questions about the appropriateness of any work site with regard to this program, please do not hesitate to contact Environmental Health and Safety for advice at ehs@uoguelph.ca.

This opportunity is a worthwhile one for these high school students who may one day become our students. Thank you for your ongoing commitment and for making safety a priority for our employees, students and visitors.

**PARENTAL RELEASE and INDEMNIFICATION FORM for
"Take Our Kids To Work" Program: Wednesday November 5, 2025**

(Return to Environmental Health & Safety, **ASAP for tours, & before Friday October 31st, 2025.**)
email: ehs@uoquelfh.ca mail: EHS, Alexander Hall, Room 162

The "Take Our Kids to Work" program is an annual national program in which Grade 9 (or equivalent) students are hosted by parents, relatives and volunteers at workplaces across the country every November ("Program"). The Program supports career development by helping students connect school, the world of work, and their own futures. The University participates in the Program by providing appropriate activities.

Parent(s)/Guardian Name(s): _____

Address: _____

Department: _____ University Extension: _____

I/We _____ and _____ is/are the legal guardian or custodial parent(s) of _____, a minor child who attends grade 9 at _____ school ("**Participant**"). The

Participant wishes to participate in the following tours or departmental planned ("Activities"):

Job Title to be Shadowed: _____

Planned activities/Tour #: (a.m.) _____
and/or

Activities/Tour #, if desired (p.m.) _____

I/We am/are aware that as a result of participating in the Activities, the Participant may be exposed to certain risks and dangers inherent in the workplace. More particular risks for the Activities may include but are not limited to:

I/We accept and fully assume all risks, dangers and hazards and the possibility of personal injury, death, property damage or loss, resulting from the Participant's participation in the Activities.

In consideration of the University of Guelph approving the participation of the Participant in the Activities, I/We agree, for ourselves, our heirs, beneficiaries, executors, administrators and assigns to **hereby release and forever discharge the University of Guelph**, its officers, directors, servants, employees and agents from any and all actions, claims and demands for damages, loss and injury, howsoever arising which now or may hereafter be sustained by me/us or the Participant or both arising out of or in consequence of the attendance or participation by the Participant in the Activities.

I/We further agree not to make any claims (including any cross-claim, counter-claim, third party, action or application) against any person or corporation who might claim contribution or indemnity against the University of Guelph.

I/We also acknowledge the University of Guelph does not carry medical, personal health, dental, accident and/or personal property insurance coverage with respect to the Participant.

For the same consideration, I/We agree to indemnify the University of Guelph, its officers, directors, servants, employees and agents from any claims or demands which might be made against the University of Guelph, its officers, directors, servants, employees and agents arising out of or in consequence of the attendance or participation by the Participant in the Activities.

I/We agree and acknowledge that in the event that any provision of this Release and Indemnification is deemed void, invalid or unenforceable by a court of competent jurisdiction, the remaining provisions shall remain in full force and effect.

I/We declare that we have read and have understood the above Parental Release and Indemnification Form for "Take Our Kids to Work Program" in its entirety and hereby agree to be bound by the terms and conditions. I/We are aware that by signing this agreement, I/We are waiving certain legal rights which I/we, my/our heirs, next of kin, executor(s), administrator(s) and personal representative(s) may have against the University of Guelph, its officers, directors, servants, employees and agents.

Signature:

Parent or Guardian

Parent or Guardian

Date

Remember: Complete & submit page two of form - host department approval! Over 

PARENTAL RELEASE and INDEMNIFICATION FORM for

“Take Our Kids To Work” Program: Wednesday November 5, 2025 – page 2
Submit this Approval to EHS by Friday October 31st 2025.

Participant Name: _____

Department where Activities located

Building /Room Number

Activities Supervisor _____
(Please print)

Extension _____

Mandatory Departmental Orientation will be provided ____ (check to confirm)

Approving Dept. Dean/Designate or Director/Designate (Print and Sign)

Extension

Date