

Palouse HFH

Youth Involvement on Affiliate Work Sites

Purpose The purpose of this policy is to ensure the safety of children on the work site by adhering to limitations on the activities that may be performed by children of a certain age.

Policy In recognition of federal labor laws regarding children and the potential risk to children's safety on a construction site, no one under the age of 16 is allowed on a PHFH construction site while construction is going on, or allowed to work at the Surplus Sale. Further, no one under the age of 18 should be allowed to do any ultra-hazardous activities, which include the use of power tools or motor vehicles, demolition, roofing or working from a height of four feet or more or excavation operations.

Children under the age of 16 should be kept off of anything higher than 3 steps.

During a blitz build or when there are more than 15 volunteers on the build site, volunteers will be required to be at least 18 years old, out of consideration for the many tasks going on simultaneously and the difficulty to limit teenagers to age-appropriate activities.

If younger children are involved in Habitat home build or repair related activities, such as painting or landscaping a Habitat house, they will be scheduled for times when there is no active construction going on at the site.

Those under 18 with special needs will be encouraged to participate to the extent of their ability. They will be accompanied by a responsible adult and follow a schedule agreed to in advance by the Habitat build team and staff.

Palouse HFH may conduct special build-related events off-site for volunteers under 18 following these guidelines, provided adequate adult supervision is available.

Palouse HFH will make sure that there is always adequate supervision and training for youth under 18, with a ratio of at least 1:4 adults to youth in any activity organized by PHFH whether on or off a build site.

Rationale While it is important that children be directly involved with the work of Habitat for Humanity, it is also important that they be involved only in age-appropriate activities. The most important issue is the safety and well-being of any children involved with an affiliate. Federal regulations limit the times at which a child may be employed and the types of work that children are allowed to do. Under the regulations, children ages 14 and 15 are only allowed to work outside school hours and for a limited number of hours during a school week. As for the types of work allowed, no one under the age of 18 is permitted to do any work that the Secretary of Labor has said is too hazardous for children. Also, federal regulations specifically prohibit children ages 14 and 15 from working in general construction. However, they may engage in limited activities such as clearing lots, landscaping or painting.

Consult the Palouse HFH Safety Manual, Palouse HFH Construction Practices and the HFHI Construction AOM for further guidance.

Approved by the Palouse HFH Board of Directors

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