

Dear Members of the Pomona College Community,

Several members of the College community have received e-mails and inquiries regarding students' interactions with Dining Services employees during work hours, and I am happy to clarify our policy.

We do not intend for our policy to prohibit students from talking to dining services employees and have never enforced it in that manner. We support and foster good relationships between students, staff, and faculty on campus. In fact, when staff members are not working, they should feel free to meet and talk with students, alumni and others..

However, engaging an on-duty employee in extended conversation while they are working does not respect the employee's need to perform work responsibilities and is not permitted. This includes situations such as sitting at or around the cashier's table to talk with the cashier during the meal hours. In addition, for obvious health and safety reasons, non-employees are not permitted in the kitchen areas. Both of these situations had occurred before the policy was implemented. When the dining halls are closed, these conversations need to take place outside of these workspaces.

I am very proud of the close relationships between our students, staff and faculty, and I hope this clarifies what is a reasonable workplace policy.

Karen Sisson
Vice President and Treasurer