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MEMORANDUM
HR #09-26

March 9, 2026

TO: Department Directors
Division Administrators
Agency Personnel Liaisons

FROM: Bachera Washington, Administrator *Bachera Washington*
Division of Human Resource Management

SUBJECT: TAKE OUR DAUGHTERS AND SONS TO WORK DAY – APRIL 23, 2026

National Take Our Daughters and Sons to Work Day will be observed on Thursday, April 23, 2026. The Division of Human Resource Management will not be coordinating centralized activities for this event. Each department may determine its level of participation and manage any related activities internally.

If your department chooses to allow participation, please note the following considerations:

- School Coordination: Parents should confirm with their child's school regarding testing schedules or other potential conflicts.
- Employee Responsibility: Employees are responsible for planning and supervising their child's activities throughout the day. The official foundation website offers resources, suggested themes, and activities: <http://daughtersandsonstowork.org/>.
- Age Guidelines: Departments should establish appropriate age limits for participating children.
- Safety: The child's safety is paramount. Children must remain under the direct supervision of the employee at all times.
- Duration: The length of time a child spends in the workplace should reflect their age, interests, and attention span.

- Workplace Considerations: Due to confidentiality and operational requirements, not all work activities or locations may be suitable for children. Employees should plan accordingly.

This annual event provides an excellent opportunity to introduce children to the workplace, highlight the importance of education, and inspire future career aspirations. Thank you for supporting a safe and meaningful experience for participants.