

# Construction Site Age Policy

## Background Information

As far as federal regulations for 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 or landscaping if no active construction work is being done at the same time. Children ages 16 and 17 may perform general construction work, but may not engage in certain activities that are considered ultra hazardous. These include the use of power tools, motor vehicles, demolition, roofing or working from a height of six feet or more and excavation operations. No restrictions on workers 18 years and older.

Standard Building Code (regulatory building code for southeast of which CABO is partly derived) states that any platform over four (4) feet high is required to have a guard or hand rail.

## HFHI Policy

Based on the federal labor laws regarding children and the potential risk to children's safety on a construction site, no one under the age of 16 should be allowed on a construction site while construction is going on. Further, no one under the age of 18 should be allowed to do any of the ultra hazardous activities discussed above.

In addition, during blitz builds many tasks are going on simultaneously and it is difficult to limit teenagers to age appropriate activities. Therefore, at a minimum, affiliates should adopt a policy that you must be at least 18 to participate in a blitz build.

There should always be adequate supervision and training for any children working with an affiliate. Each affiliate should establish certain ratios, such as one adult for every three or four teenagers on the construction site. If 14 and 15 year olds are landscaping a Habitat house, you should schedule these groups for days when there is no active construction going on at the site.

## Construction Site Age Policy for Gwinnett Habitat for Humanity

All workers/volunteers are required to be at least 16 years of age. No restrictions for anyone 18 years or older.

### Restrictions for volunteers under 18 years old:

**Ages 16 & 17** not allowed on the roof or to participate in roofing; not allowed to use power tools; not allowed on platforms or deck without hand or guard rails when more than four feet above surrounding area; and not allowed on scaffolding, walk board, or ladders more than four feet above surrounding area (based on Standard Building Code).

**Ages 14 and 15** can provide lunch for the worksite or can be on site to landscape (**can landscape ONLY if no active construction in progress**).