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4.515 Service and Other Animals on Campus

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ANTIOCH UNIVERSITY

Type of Policy <input checked="" type="checkbox"/> University <input type="checkbox"/> Campus <input type="checkbox"/> Department/Unit <input type="checkbox"/> Interim		Service and Other Animals on Campus Policy 4.515	
Human Resource Policies		Effective date: May 1, 2012	
Policy History:	Approved by:	Resolution #	Date:
Approved	Chancellor	N/A	May 1, 2012
Revised	Chancellor	N/A	April 13, 2018
Responsible Office:	Responsible Administrator:	Contact information:	Applies to:
Office of Human Resources	Director of Human Resources	37-769-1375	All Employees and Students

I. Introduction and Purpose

Antioch University (“AU” or “University”) recognizes the important role animals can play in the lives of our employees and students. At the same time, certain animals are not suitable companions to bring on campus, and there are people who have fears or allergies associated with certain animals. This policy applies to all employees and students and sets forth guidelines in regard to animals on campus.

II. Policy

For the purposes of this policy, "animal" means any bird, reptile or mammal. Animals, including pets and emotional support animals, are not permitted in University owned or controlled buildings or on University owned or controlled grounds, except as noted below in section III.

III. Exceptions

A. Service Animals

1. Definitions.

a. “Service Animal”. A service animal is defined as a dog that has been individually trained to do work or perform tasks for an individual with a disability. The task(s) performed by the dog must be directly related to the person’s disability.

2. Service Animals Allowed on Campus. Service animals are permitted to accompany people with disabilities in all areas of campus where community members and visitors are allowed to go. More specifically:

a. Employees. Service animals are permitted on University property for employees with disabilities pursuant to Title I of the Americans with Disabilities Act (“ADA”) and similar state laws. Employees are encouraged to consult with their supervisors to explore accommodations for disability that may be available pursuant to the Reasonable Accommodations Policy #4.107.

b. Students. Service animals are permitted on University property for students with disabilities under section 504 of the Rehabilitation Act of 1973 and Title III of the Americans with Disabilities Act. Students are encouraged to consult with the campus Office of Disability Support Services to explore accommodations for disability that may be available pursuant to the Disability Support Services Policy #6.101.

3. Identifying Service Animals. Under the ADA, service animals are not required to wear a vest, ID tag or specific harness. In situations where it is not obvious that the dog is a service animal, one may ask **only** the following two specific questions: (1) whether the dog is required because of a disability; and (2) what work or task has the dog been trained to perform. It is not permissible to request any documentation for the dog, require that the dog demonstrate its task, or inquire about the nature of the person’s disability.

4. Voluntary Registration of Service Animals. Students and employees are encouraged to register service animals with the campus Office of Disability Support Services. DSS will advise the Facilities team and any other appropriate parties of the animal’s presence on campus.

B. Emotional Support Animals

1. Definitions.

a. “Emotional Support Animal”. An emotional support animal (“ESA”) is defined as an animal that provides general comfort and/or support to ameliorate symptoms or effects of a person's disability. Unlike service animals, ESAs are not trained to perform work or tasks. ESAs are sometimes referred to as therapy animals, comfort animals or assistance animals.

2. Emotional Support Animals Not Allowed on Campus. Generally, emotional support animals are not allowed on campus. For more information on ESAs, see AU’s Reasonable Accommodations Policy 4.107 and Disability Support Services Policy 6.101.

C. Research Animals

Animals under guidance and control of University employees for the purpose of research or other academic endeavors are exempt from the provisions of this policy.

IV. Conditions Pertaining to Service Animals

1. The owner must be in full control of the service animal at all times.
2. Reasonable behavior, good health and proper hygiene are expected from the service animal while on campus. If the animal exhibits unacceptable behavior (defined as unsafe or distracting), the owner is expected to employ proper training techniques and to correct the situation. Service animals with health or hygiene issues will be denied access to campus until the problem is dealt with effectively.
3. The owner is responsible for caring for and supervising the service animal, which includes toileting, feeding, grooming and veterinary care. The University is not obligated to supervise or otherwise care for a service animal.
4. The owner must pick up after the animal and appropriately dispose of the animal’s waste.
5. The owner must comply with state and local laws and/or regulations pertaining to licensure of a service animal.

V. Treatment of Service Animals

Employees and students should not approach, touch or call to service animals.

VI. Concerns about Service Animals

A. Behavior, Health or Grooming

Concerns about a Service Animal due to its behavior, health or grooming should not be directed at the animal's owner. Instead, concerns should be reported to the appropriate campus office, as follows: Students should direct concerns about any Service Animal to the campus Office of Disability Services. Employees should direct concerns about a Student-owned Service Animal to the campus Office of Disability Services, and direct concerns about an employee-owned Service Animal to the campus Human Resources Office.

B. Disabilities Affected by Service Animal

Students who have a disability that is affected by the presence of a Service Animal should contact the campus Office of Disability Support Services to request accommodation in accordance with Disability Support Services Policy 6.101. Employees who have a disability that is affected by the presence of a service animal should contact the campus Human Resources Office to request accommodation in accordance with Reasonable Accommodations Policy 4.107.

C. Threat of Imminent Harm

In the event that a service animal presents an imminent harm to others, or is disruptive to the point that it fundamentally alters the nature of the program and/or activities, employees and students should report the problem immediately to the Campus Safety Officer or other campus official.

VII. Sanctions

A. Animals

Animals found on University owned or controlled property in violation of this policy will be taken to a local shelter if the owner cannot be readily located.

B. Employees

Any employee who violates this policy is subject to disciplinary action in accordance with Antioch University Corrective Action and Disciplinary Procedure Policy 4.617. Typically, disciplinary action will begin with an order to remove the animal from property owned or controlled by the University by a person in charge of University property. However, repeated violations of this policy may result in additional sanctions in accordance with Policy 4.617.

C. Students

Any student who violates this policy is subject to disciplinary action in accordance with University Student Conduct Policy 6.103. Typically, disciplinary action will begin with an order to remove the animal from property owned or controlled by the University by a person in charge of University property. However, repeated violations of this policy may result in additional sanctions in accordance with Policy 6.103.

D. Visitors

Any visitor who violates this policy may be asked to remove the animal from the premises. Repeated violations may result in additional actions, up to and including denying access to campus.

Policy Cross References

Reasonable Accommodation Policy	Policy # 4.107
Disability Support Service	Policy # 6.101
Corrective Action and Discipline Procedure	Policy # 4.617
Student Conduct Policy	Policy # 6.103