

*Consistent with the state and federal laws, this establishes a policy outlining circumstances permitting animals on campus.*

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**SERVICE ANIMALS**

Pursuant to the Americans with Disabilities Act (ADA), a service animal is an animal that is individually trained to do work or perform tasks for the benefit of an individual with a disability. The work or tasks performed by a service animal must be directly related to an individual's disability. Service animals are not pets. Animals whose sole function is to provide comfort or emotional support do not qualify as service animals under the ADA. When the service animal is on College property, the service animal must be accompanied by a responsible person (i.e., owner and/or handler) who is solely responsible for the care and control of the service animal.

Examples of service animals include:

- Guide Dog or Seeing Eye Dog
- Psychiatric Service Dogs
- Hearing or Signal Dogs

Service animals, as defined above, are allowed on campus under the following conditions:

- The service animal must be accompanied by a responsible person while on College property. The owner is solely responsible for the actions of the animal, and is expected to monitor the health and control the behavior of the animal.
- Service animals must be harnessed, leashed, or tethered, unless these devices interfere with the service animal's work or the individual's disability prevents using these devices. In such cases, the owner and/or handler must maintain control of the animal through voice, signal, or other effective controls.
- The service animal is to be housebroken, and the owner is expected to clean up after the animal and properly dispose of all animal waste.
- The owner is complying with all applicable local and state laws including licensing and vaccination requirements with regard to owning and caring for the animal.
- The owner is responsible for any damage, harm or injury caused by the animal to other students, staff, visitors and/or property.
- The College requests that owners 'vest' their dog appropriately during their time on campus.

The Executive Dean of Student Services and certain college staff may ask if the animal owner if the animal is required because of a disability and what work or tasks the animal has been trained to perform.

Students who have a service animal which they wish to accompany them on College property may contact the Executive Dean of Student Services and are encouraged to make this contact prior to the start of classes. While such students are not required to formally register their service animal with the College, students with a documented disability may seek additional

support and accommodations from the ADA Coordinator. Students who have concerns related to use of a service animal on College property, should address such concerns with the Executive Dean of Student Services.

Employees who have a service animal which they wish to accompany them on College property may contact Human Resources about their need, if any, to have the service animal accompany them on campus and in their work area.

A student or employee may have severe allergic reactions or other medical conditions in response to another individual's animal that are substantial enough to qualify as a disability. To resolve potential conflicts regarding the animals' presence on campus as efficiently and effectively as possible, individuals should contact the Executive Dean of Student Services (for students) or the Office of Human Resources (for employees), as applicable so that appropriate reasonable accommodations can be considered.

### **NON-SERVICE ANIMALS**

Animals whose sole function is to provide comfort or emotional support do not qualify as service animals under the ADA. Not limited to dogs, an emotional support animal (ESA) provides companionship, relieve loneliness and sometimes help with depression, anxiety and certain phobias, but do not have special training to perform tasks that assist people with disabilities. As they do not meet the legal definition of a 'service' animal, they are generally not permitted in public places like the College. Students that wish to bring an ESA on campus must make a written request to the Executive Dean of Student Services. As with other accommodations, there should be a justifiable need which is evidenced in supportive documentation from a licensed mental health professional, and reviewed by the Executive Dean of Student Services. The decision on whether to allow the emotional support animals is solely made by the Executive Dean of Student Services.

If approved, and use of an emotional support animal is allowed as an accommodation to the student's disability, the same requirements for care and control of the animal exist as is with service animals allowed on campus.

Please note that, regardless of the function of the animal (service or ESA), the College may prohibit the presence of animals in certain locations of the College because of health and safety restrictions. Restricted areas may include but are not limited to food preparation areas, research laboratories, boiler rooms, and other areas prohibited by law.

The College reserves the right to have any animal removed and/or banned from College campus or properties for violating the guidelines set forth herein or other College policies and rules.

Adopted: April 18, 2023

Amended:

Legal Ref: