



STUDENT LIFE POLICY

NUMBER/TITLE: SL-707, ANIMALS ON UNIVERSITY OR CONTROLLED PROPERTY

Covered Individuals: All Students, Employees, Visitors, and Contractors

Strategic Priority: SP 1

Covered Locations: All Locations

HLC: Criterion 2.E

Effective Date: May 6, 2020

Consultations: VPASA, AVPSL, VPHR, Director of Facilities, Director of SAS, Director of Counseling, Director of Student Accessibility Services, Director of RLSE

POLICY STATEMENT

To ensure that all individuals receive equal rights to services they may need. The University values the safety and well-being of all on campus. This policy ensures that all people and animals are complying with federal and local laws while on University property.

PURPOSE

To support the use of service and emotional support animals on campus and at centers in compliance with applicable federal and state laws. At the same time, UIU recognizes the health and safety risks potentially created by unrestrained and/or untrained animals on campus. This policy sets procedures in regard to individuals bringing animals on campus.

DEFINITIONS

Service Animals: Service animals are defined as dogs (or miniature horses) that are individually trained to do work or perform tasks for people with disabilities. The tasks performed by the dog (MH) must be directly related to the person's disability. The dog must be trained to take a specific action when needed to assist the person with a disability such as guiding an individual with impaired vision, pulling a wheelchair or fetching dropped items, amongst others. Service animals, including those in the process of training through a credentialed training facility, may accompany an individual with a disability or a person training the animal in public facilities and accommodations or places to which the general public is invited (e.g. academic buildings, administrative offices, residence halls), as long as the animal is under control.

Support Animals (Emotional Support Animals or ESA): Support animals are animals that provide therapeutic benefit to individuals with a disability, and are prescribed by a physician or licensed mental health professional. Unlike service animals, support animals require no specific training and do not provide specific service with activities of daily living - as their mere presence with the individual mitigates the effects of the disability. Support animals are permitted in university residence hall rooms, apartments and houses. Unlike service animals, support animals are generally prohibited in indoor areas considered public, including, but not limited to, community bathrooms, lounges, dining centers, computer labs, classrooms, office workspaces, and nonresidential facilities on campus. Requests for permission to have support animals in residence or in public areas must be made to the Student Accessibility Services Office if the individual is a student or Human Resources if the individual is an employee of UIU. If the

request for permission involves classrooms or other academic spaces, the relevant academic dean must also be consulted.

Working Animals: Working animals are animals used: a) in academic courses or for education and research purposes, in which case Policy 111, Animal Care and Use, will be followed; b) for law enforcement and rescue purposes; or c) under the direction of licensed mental health professionals employed by the university for therapeutic purposes on site at the Counseling Services or in public spaces. Working animals are permitted on campus by authorized individuals. The Assistant Vice President for Student Life (AVPSL) and/or the Vice President for Human Resources (VPHR) will determine if and when working animals are permitted on campus, with notice to and input from the relevant academic dean if the use is academic.

Companion Animals: Companion animals are animals living with individuals for purposes of pleasure, leisure time activity and companionship. Generally, companion animals are prohibited from entering campus facilities. Exceptions are provided for: a) the University President's residence; b) University-owned houses (excluding Hofmaster Apartments); and c) Residence Area Coordinator (RAC) apartments. For UIU owned housing and the University President's residence, it is required that the Pet Policy-UIU Rental Houses form be completed and submitted to the Director of Facilities. For Residence Area Coordinators, it is required to complete the Pet Policy-UIU Rental Houses form and submit it to the Assistant Dean of Student Life. Residence Life permits residence students to keep non-dangerous fish in aquariums no larger than 25 gallons.

POLICY IMPLEMENTATION

UIU allows individuals to bring animals on University property in accordance with federal laws and in other situations subject to the rules outlined in this policy. To protect public health and safety, the University regulates the kinds of animals allowed onto University owned or controlled property. Service animals (as defined by the Americans with Disabilities Act (ADA)), support animals (as defined by the Fair Housing Act (FHA)) and working animals (as defined by this policy), are permitted by law and this policy. This practice follows Titles II and III of the ADA.

Companion animals with a valid license, current vaccinations, under proper restraint (e.g. leashed), and accompanied by their owners, are permitted on campus grounds – but prohibited from entering campus facilities (e.g. administrative and academic buildings, residential facilities) and from being on campus athletic and recreation fields.

Owner(s) and keepers of animals on campus are responsible for their animals at all times. This responsibility includes complying with all state laws and local animal ordinances, as well as all University policies and guidelines including the following requirements:

- Providing appropriate restraint, control and supervision of animals at all times; one example is keeping the animal on a leash or in a crate.
- Providing animals with appropriate care, including food, water, shelter, health care and humane treatment.
- Cleaning up and disposing of all animal waste (both indoors and outdoors) in a timely and sanitary fashion.
- Confining animals when leaving them alone in a University-owned residence, and not leaving animals alone for a time period in excess of six consecutive hours per 24 hours.
- Not allowing odor, noise, damage, or other behavior of animals that disturbs the residential community or damages University grounds, facilities or property.

There are exceptions and exclusions to this policy, as follows:

- An animal may be prohibited from or required to leave a facility on campus if the animal's behavior or presence poses a direct threat to the health, safety or normal daily life of others. An example is an animal that displays aggressive/vicious behaviors toward people.
- Animals may be prohibited in areas where their presence fundamentally alters the nature of a program or activity or is disruptive. Examples include, but are not limited to, research labs, areas requiring protective clothing, and food preparation areas.
- Animals may be prohibited in areas where the safety of the animals cannot be guaranteed, such as in science labs or art studios where eye or other protection is required.
- An animal may be prohibited if the owner/keeper does not adhere to the Responsibilities of Individuals with Animals on Campus (see attached procedures), or if the animal substantially interferes with the reasonable use of housing or public accommodation by others.
- Animals that have been abandoned or found within University facilities that are not a part of a University-sponsored program may be impounded and/or placed with a third party, at the expense of the owner or individual who claims the animal.

UIU may ask an individual with a disability to remove a service animal from the premises if the animal's presence or behavior fundamentally alters the nature of the services that UIU provides, the animal is out of control and the animal's handler does not take effective action to control it, or the animal poses a direct threat to the health and safety of others that cannot be eliminated by reasonable accommodation. This policy applies to employees, students, University affiliates, visitors, contractors, and applicants for admission to or employment with the University.

This policy should not be read to grant an individual access to University property beyond that to which they would normally be granted. This policy does not apply to animals involved in authorized research, K-9 animals (police dogs), fish contained in aquariums, and animals used for performance on premises or involved in a University sponsored activity, such as mascots, but only as approved by the University and the AVPSL.

CUSTODIAN

AVPSL, Director of Student Accessibility Services (regarding students)

HR (regarding employees)

RELATED DOCUMENTS, FORMS, AND POLICIES

SL-707.A, Agreement for Emotional Support Animals (ESA)

Procedures regarding Animals on University-Owned or Controlled Property

AA-111, Animal Care and Use Policy

HR-305, Discrimination, Harassment, and Retaliation Policy

Accommodations of Disabilities Policy (found in the Disabilities Handbook)

Student Accessibility Services (563-425-5949)

Human Resources (563-425-5959)

Americans with Disabilities Act, <http://www.ada.gov/>

Fair Housing Act, www.justice.gov/crt

HISTORY

| New/Revision Number | Date of Action/Approval | Revision Change |
|----------------------------|--------------------------------|--|
| SL-707 | April 17, 2023 | Policy statement added and Director of Residence Life and Student Engagement added to consultations. |
| SL-707 | February 15, 2023 | Policy put into new template. |
| 707 | October 21, 2021 | Nonsubstantive changes made by Director of Student Accessibility. |
| 707 | May 6, 2020 | Policy approved by President's Council. |
| 707 | May 1, 2020 | New policy recommended by electronic vote by University Policy Committee. |
| 707 | April 27, 2020 | New policy recommended by University Policy Committee. |
| 707 | December 7, 2016 | Policy approved by President's Council. |
| 707 | December 2, 2016 | Policy, Animals on Campus recommended by University Policy Committee. |