



UNIVERSITY POLICY

STUDENT LIFE POLICIES

Number: 707

Subject: Animals on University Owned or Controlled Property

Covered Individuals: Students, Employees, Visitors, and Contractors

Covered Campus Locations: Fayette and U.S. Centers

Effective Date: November 15, 2016

Date of Latest Revision:

PURPOSE

Upper Iowa University (UIU or University) supports 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, it recognizes the health and safety risks potentially created by unrestrained animals on campus. This policy sets policy and procedures regarding individuals bringing animals on campus.

DEFINITIONS

1. Service Animals – Service animals are dogs, or other animals required by federal or state law, trained to do work or perform specific tasks directly related to an individual’s disability such as guiding an individual with impaired vision, pulling a wheelchair or fetching dropped items. Service animals, including those in the process of training through a credentialed training facility, may accompany a person 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.
2. Support Animals -- 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 Disabilities Services Office (student request) or Human Resources (employee requests). If the

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

3. 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 Dean of Students and/or the Director of Human Resources 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.
4. 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; and c) Residence Life Coordinator apartments. In these instances, the Dean of Students will determine if and when companion animals are permitted and the type of companion animals permitted. Residence Life permits residence students to keep non-dangerous fish in aquariums no larger than 29 gallons.

POLICY

UIU allows individuals to bring animals on University property in accordance with federal laws and in other situations 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.

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 Office of Student Life, Dean of Students.

Owners 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 others or damages university grounds, facilities or property.
- Having animals wear current identification and vaccination tags when applicable.

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.
- 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.

RULES, PROCEDURES, GUIDELINES, FORMS, AND OTHER RELATED RESOURCES

Procedures re Animals on University Owned or Controlled Property found at <https://uiu.edu/about/policies/documents/707-Procedures-re-Animals-on-University-Owned-or-Controlled-Property.pdf>

UIU Animal Care and Use Policy found at

<https://uiu.edu/about/policies/documents/111-Animal-Care-and-Use-Policy-12-10-18-1.pdf>

UIU Disability Services, 563-425-5949

UIU Human Resources 563-425-5959

UIU Accommodations of Disabilities Policy found in the Disabilities Handbook

UIU Discrimination, Harassment, and Retaliation Policy found at

<https://uiu.edu/about/policies/documents/305-Discrimination-Harassment-and-Retaliation-Policy-12.11.19.pdf>

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

Fair Housing Act, <https://www.justice.gov/crt>

CONTACTS

Acting as the Policy Owners as it applies to students, the Dean of Students and the Director of Disability Services are responsible for answering questions regarding the application of this policy. Acting as the Policy Owners as it applies to employees, the Director of Human Resources and the Benefits Administrator are responsible for answering questions regarding the application of this policy.

SANCTIONS

UIU is committed to ensuring that the needs of all individuals with disabilities are met; and will work to resolve any complaints, conflicts or problems as expeditiously as possible.

Animals that are out of control, presenting a disruption or posing a threat to the campus community should be reported to the Student Life Office. Individuals found to be violating the Responsibilities of Individuals with Animals on Campus (see attached procedures) should also be reported to the Student Life Office, (563) 419-8885.

Resident students violating the Responsibilities of Individuals with Animals on Campus (see attached procedures) should be reported to the Office of Residence Life, (563) 419-8885. Violation of these requirements may constitute a violation of the student conduct code and referral to the Dean of Students Office, (563) 425-5215.

Individuals with service or support animals who feel they have been treated unfairly, discriminated against, or harassed should consult with the Dean of Students or the Director of Human Resources, as appropriate.

HISTORY

- December 2, 2016 – Original policy, Animals on Campus, was recommended by University Policy Committee.
- December 7, 2016 – Original policy was approved by the President’s Council.
- April 27, 2020 – New policy was conditionally recommended by University Policy Committee.
- May 1, 2020 – New policy was recommended by electronic vote by the University Policy Committee.
- May 6, 2020 – The President’s Council recommended the new policy to the President, who then approved it.