



HUMAN RESOURCES POLICY

NUMBER/TITLE: HR-320, ANIMALS ON UNIVERSITY OR CONTROLLED PROPERTY - EMPLOYEES

Covered Individuals: All Staff

Covered Locations: All UIU Locations

Effective Date: 4/24/2024

Last Revision:

Strategic Priority: SP 2

HLC: Criterion 2

Consultations: EDHR, Univ. Policy Cmte., President's Council

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 for employees to have support animals in public areas must be made to Human Resources. 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 Executive Director for Human Resources (EDHR) 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.

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 Title I 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. Owner(s) and keepers of animals on campus are responsible for the reasonable costs to repair or replace any property damaged or destroyed by the animal. 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.
- Not allowing odor, noise, damage, or other behavior of animals that disturbs the residential community or damages University grounds, facilities or property.
- Providing evidence the animal is fully vaccinated before bringing onto campus property.
- Signing the Waiver and Release of Liability form.

There are exceptions and exclusions to this policy include , but not limited to 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 the animal substantially interferes with the reasonable use of workspaces, 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.

Individuals wishing to request a modification or exception to this policy as a reasonable accommodation should contact Human Resources.

CUSTODIAN

Executive Director, Human Resources

RELATED DOCUMENTS, FORMS, AND POLICIES

**HR 305 – Discrimination, Harassment and Retaliation Policy
Policy for students.**

SL-707 – Animals on University Owned or Controlled Property

HISTORY

| New/Revision Number: | Date of Action/Approval | Revision Change |
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| HR 320 | 4/24/2024 | Recommended for approval by President’s Council. Approved by President. |
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