

**Animals on Campus
Replaces PM 82-35**

1.0 Purpose

This policy establishes regulations regarding all domestic, feral, wild, and service animals other than those related to instructional and/or research activity. The purpose of this policy is to protect the University community and property from hazards associated with or caused by animals while providing reasonable safeguards for animals. The University recognizes that wild or feral animals may select the campus grounds as their habitat and that occasionally owners of domestic and service animals bring their animals to the campus. This policy is intended to optimize the safety and health of faculty, staff, students, visitors, and the animals on campus and to reflect the University's commitment to the principles, goals, and ideals described in the University's core values.

2.0 Definitions

For this policy, the following definitions shall apply:

- **Domestic Animal:** An animal that has been trained or adapted to living in a human environment. Such animals include, but are not limited to dogs, cats, birds, rabbits, and other types of household pets.
- **Feral Animal:** A once-domestic animal that has reverted to an untamed state.
- **Wild Animal:** A non-domesticated animal living in its natural habitat.
- **Service Animal:** Means "service animal" as defined in the Title II ADA regulations as amended effective March 25, 2011 at 28 Code of Federal Regulations, Part 35. A service animal is any dog that is individually trained to do work or perform tasks for the benefit of an individual with a disability, including a physical, sensory, psychiatric, intellectual, or other mental disability. Other species of animals, whether wild or domestic, trained or untrained, are not service animals for the purposes of this definition. The work or task that the dog performs must be directly related to the individual's disability, and can include a wide variety of services, such as assisting those with low vision, alerting individuals who are deaf or hard of hearing, pulling a wheelchair, and retrieving items such as medicine or the telephone. Service dogs may also perform tasks such as recognizing and assisting during seizures. For individuals with psychiatric or neurological disabilities, the dog's tasks may include preventing or interrupting impulsive destructive behavior. For example, for autistic students, service animals can be trained to interrupt inappropriate repetitive behavior with a persistent nudging task. Animals that serve solely to provide a crime deterrent effect and emotional support, comfort or companionship animals are not service animals for purposes of this policy.

3.0 Animal Policies

3.10 Domestic Animals

Domestic animals are not allowed in campus buildings where campus business is conducted, including residence halls. This paragraph does not apply to service animals or to animals used by law enforcement officers. In special or emergency circumstances, approval may be obtained from the Director of Risk

Management/Environmental Health and Occupational Safety (RM/EHOS) for animals to be allowed in campus buildings for a limited time.

Domestic animals must be under the direct control of a responsible person while on campus grounds, restrained by either a leash that does not exceed 6 feet in length or in an appropriate animal carrier, crate, cage or kennel. Domestic animals under voice command are not considered on leash and are not permitted.

Domestic animals brought to campus must be licensed, fully inoculated, and compliant with federal, state and local laws and regulations. Fecal matter deposited by any domestic animal brought to campus must be removed immediately and properly disposed of by the owner. Domestic animals found tethered, unattended, or abandoned shall be humanely impounded in accordance with all applicable laws and regulations.

The University reserves the right to prohibit domestic animals from any campus event.

3.20 Wild Animals

The trapping, caging, displaying, and/or use of wild animals on campus for any purpose other than educational instruction or by authorized individuals is prohibited.

Wild animals that are not a risk (as determined by RM/EHOS) and do not represent a hazard, cause property damage, or create a public nuisance shall be allowed to inhabit the campus grounds. Feeding, harming, harassing, or medicating wild animals on campus is prohibited.

Wild animals that are a potential risk, represent a hazard, cause property damage, create a nuisance, or otherwise pose a potential conflict for humans shall be regulated, controlled, or humanely relocated when possible, in accordance with all applicable laws and regulations.

3.30 Feral Animals

Feral animals that are a potential risk, represent a hazard, cause property damage, create a nuisance, or otherwise pose a potential conflict for humans shall be regulated, controlled, or humanely relocated when possible, in accordance with all applicable laws and regulations. Feral animals that do not pose such risks or hazards shall be allowed to inhabit the campus grounds.

Feeding and entrapment of feral animals may only be performed with prior approval from the RM/EHOS Office.

4.0 Service Animals

4.10 Determining the Proper Use of Service Animals

Individuals with disabilities, including regular visitors, who wish to utilize service animals on campus grounds must submit a written request to the appropriate department (see attached form). Students shall submit their request to the Director of Disabled Student Services. Employees must submit their request to the Assistant Vice President of Human Resources. Once a request is received, these administrators, in consultation with the student or employee, must determine whether the animal meets the requirements of a service animal and, if so, must determine the proper use of the service animal in conjunction with the individual's overall reasonable accommodation plan.

This determination shall be made as part of the interactive process required by state and federal disability laws. This process requires interaction, consultation, and cooperation by all parties and may

necessitate ongoing discussions to review whether the service animal continues to provide a reasonable accommodation for the individual.

As part of the interactive process, the University must analyze whether the presence of the service animal would have a significant effect upon a University service, program, or activity. If the University determines that the use of the service animal causes a fundamental alteration in University services, programs, or activities, the University may exclude the animal from campus.

The University must also determine whether the presence of a particular service animal poses a significant risk to the health or safety of other persons that cannot be eliminated by a modification of policies, practices, or procedures, or by the provision of auxiliary aids or services. If the University determines that the presence of the service animal poses a direct threat to the health or safety of persons participating in University service, programs, or activities, the University may exclude the animal from campus.

If the University determines that the use of a particular service animal will not be permitted, the Director of Disabled Student Services and/or the Assistant Vice President of Human Resources will continue to meet with the student or employee as part of the interactive process to determine alternative reasonable accommodations for the individual.

4.20 Responsibilities of Persons Using Service Animals on Campus

Service animal owners are responsible for any damage caused by their animals and must take appropriate precautions to prevent property damage or injury. The cost of care, arrangements and responsibilities for the well-being of a service animal are the sole responsibility of the owners at all times. Service animals on campus must:

- Meet Legal Requirements: All requirements for the presence of animals in public places (vaccinations, licensure, ID tags, etc.) mandated by state or local ordinances must be followed, including but not limited to.
- Be under Control of Owner: The owner must be in full control of the animal at all times. Keeping the service animal leashed by itself does not constitute sufficient control of the animal; the owner must be capable of preventing the animal from causing harm to persons or property at all times.
- Ensure that service animals exhibit reasonable behavior and maintain proper hygiene while on campus. If the animal exhibits unacceptable behavior or hygiene, the owner is expected to employ proper training techniques and correct the situation to the satisfaction of all parties involved.

The owner of an animal that is unruly or disruptive (e.g., barking other than warning or protection, running around, exhibiting aggressive behavior) may be asked to remove the animal from University property. If the improper behavior happens repeatedly, the owner may be told not to bring the animal onto University property until the owner takes sufficient steps to mitigate the behavior. Mitigation can include, but is not limited to, muzzling the service animal, training for both the animal and the owner, or providing proof of additional certified training from a state licensed facility.

Service animals that are ill should not be taken into public areas. An owner with an ill animal may be asked to leave the campus.

5.0 University Procedures

The President authorizes the Assistant Vice President of Human Resources and the Director of Disabled Student Services to create and administer procedures that are necessary to carry out the intent of this policy.

Authority: Federal Americans with Disabilities Act