



Administrative Policy

Policy Title:	Animals on Campus
Policy Number:	2605
Date Adopted:	11/1/2012
Version:	5.0
Review Cycle:	Biennially
Date Last Reviewed:	10/17/2018
Office Responsible:	Safety and Security
Reviewing Committee:	Leadership
Related Policies:	Emotional Support Animals in Housing
Related Laws:	ADA Title II & III, Fair Housing Act

Policy Summary:

It is the goal of Jackson College (JC) to protect the health and personal safety of the members of the College community. With the exception of as prohibited by law or for approved instructional purposes, animals are not permitted on JC property.

Scope: All employees, students and visitors to Jackson College physical locations are included in this policy.

Definitions:

Service Animal

A service animal as defined by the Americans with Disabilities Act (ADA) is any guide dog, signal dog, or other animal individually trained to provide assistance to an individual with a disability. If they meet this definition, animals are considered service animals under the ADA regardless of whether they have been licensed or certified by a state or local government.

Emotional Support Animal (ESA)

A prescribed animal that aids in the comfort or therapy of an individual within their living environment only. ESA's are not service animals and are not covered by ADA, but are an accommodation under the Fair Housing Act.

Disability

Disability is defined by the ADA as a physical or mental impairment that substantially limits one or more major life activities, a record of such impairment or being regarded as having such an impairment.

Policy Statement:

Faculty may allow animals on campus for curricular reasons if the animal(s) and their use have been approved by the appropriate Lead Faculty and any cost associated has been approved by the Department Chair.

In accordance with the FHA, the college permits an individual with a disability to keep an ESA within his or her college housing assignment.

All other employees, students and visitors are prohibited from bringing animals into College buildings with the exception of service animals and ESA's. Under the ADA, any building or

organization that generally services the public must allow a service animal to accompany a person with a disability.

The ADA requires that services animals must be on a leash, harness, or tether unless these devices obstruct the animal's work or the individual's disability inhibits using these devices.

Service animals must be "housebroken" and well behaved. If a service animal is not under control, JC has the right to request that the animal be removed from the property.

As described in the ADA, employees may not ask a person who is accompanied by a service animal what disability he/she has. Employees may ask two questions:

1. Is the service animal required because of a disability?
2. What work or task has the animal been trained to perform?

Employees may not inquire about a person's disability, require medical documentation, require documentation for the service animal or ask that the service animal demonstrate its ability to perform its job.

Although all employs may ask appropriate questions related to an animal on campus and inform the animal's owner of the College's policy, it is the responsibility of the safety and security staff to enforce this policy.

References:

www.ada.gov/qasrvc.htm

Change Log:

<u>Date Of Change</u>	<u>Version</u>	<u>Description of Change</u>	<u>Responsible Party</u>
12/20/2012	1.0	Updated	C. Allen
02/13/2013	2.0	With input after reviewing MI law	M. Fall
04/24/2015	3.0	Biannual review and Update	C. Allen
06/23/2016	4.0	Review	C. Allen
09/24/18	5.0	Review	C. Allen