



Administrative Policy

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| Policy Title: | Animals on Campus |
| Policy Number: | LC-2605 |
| Date Adopted: | 11/1/2012 |
| Version: | 7.0 |
| Review Cycle: | Biennially |
| Date Last Reviewed: | 05/01/2025 |
| 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 Jackson College community. With the exception of as prohibited by law or for approved instructional purposes, animals are not permitted in Jackson College indoor facilities.

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. A service animal in training is not generally considered a service animal under this policy; except, however, that any place of public accommodation which is subject to Title III of the ADA and is located on JC property must generally consider a service animal in training the same as a service animal to the extent required by Michigan law.

Emotional Support Animal (ESA)

A prescribed animal that aids in the comfort or therapy of an individual within their living environment only. ESAs 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 and any cost associated has been approved by the Dean in conjunction with safety and security.

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

An employee who is a qualified individual with a disability may be eligible to bring a service animal to work as part of a reasonable accommodation to perform their essential job duties; provided, however, such accommodation request is part of the interactive process under Title I of the ADA and is not otherwise subject to this policy.

All other employees, students and visitors are prohibited from bringing animals into college buildings with the exception of service animals

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, Jackson College has the right to remove the service animal 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 employees 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/.htm



Change Log:

| Date Of Change | Version | Description of Change | Responsible LC Party |
|-----------------------|----------------|-----------------------------------|-----------------------------|
| 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 |
| 06/25/2024 | 6.0 | Review | C. Allen/D. Sullivan |
| 05/01/2025 | 7.0 | Legal review by Miller Johnson | C. Allen, COO |