

## 8.09 Animals on University Owned or Controlled Property

This policy is outlined as follows:

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### Purpose

~~To maintain campus health, safety and security standards relative to animals allowed on institutional property; to permit services that animals provide to students, faculty, staff, the institution and the community; and to identify the distinction between those animals permitted on and those excluded from institutional property.~~

### Policy Statement

~~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 federal Americans with Disabilities Act (ADA)), assistance animals (as defined by the federal Fair Housing Act (FHA)), and working animals (as defined by this policy), are permitted as provided by law and this policy. 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 except where approved by the Department of Residence), and from being on campus athletic and recreation fields. Individuals with animals are responsible for injury or damage caused by service animals, service animals-in-training, assistance animals, working animals, and companion animals.~~

### **1. Policy Statement**

To maintain public and campus health, safety, and security relative to animals, the university has expectations for the types of animals allowed on university-owned or controlled property. Service animals, service-animals-in-training, assistance animals, working animals, and

companion animals are permitted on campus, as defined by federal law, state law, and/or this policy. Individuals with animals on campus are responsible for the animals they bring to campus.

## 2. Definitions Types of Animals

### 1. a. Service Animals

A ~~Service~~ service animals (as defined by the federal Americans with Disabilities Act Amendments Act (ADAAA, 2008)) ~~are~~ is a dog ~~s~~, or a miniature horse ~~or other animals defined 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, putting a wheelchair or fetching dropped items. ~~Generally, a Service animal s, including service animals-in-training, may accompany an individual with a disability on university property and in all university facilities where students, faculty, staff, and visitors are allowed, or an individual 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, by voice, signal, leash, or other effective means.~~

### b. Service-Animals-In-Training

~~A service-animal-in training (as defined by Iowa state law) is a dog or miniature horse that is undergoing a course of development and training to do work or perform specific tasks directly related to an individual's disability. Generally, a service-animal-in-training may accompany the individual providing the training on university property and in all university facilities where students, faculty, staff, and visitors are allowed, as long as the animal is under control by voice, signal, leash or other effective means.~~

### c2. Assistance Animals

~~Assistance animals (commonly known as Emotional Support Animals and as defined by the federal Fair Housing Act (FHA)) are animals that do work, perform tasks, assist and/or that provide therapeutic support benefit to individuals with a disability, and are prescribed by a physician or licensed mental health professional. Unlike service animals, assistance 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. Requests for an accommodation to have an assistance animal in university-contracted housing or other specific locations must be made to Student Accessibility Services (student requests) or Human Resource Services (employee requests). Assistance animals are permitted in university residence hall rooms, apartments, and houses, but are not permitted in nonresidential facilities on campus, including but not limited to dining centers, academic buildings, classrooms, computer labs, athletic facilities, administrative buildings, and office workspaces. Requests for permission to have assistance animals in residence areas must be made to Student Accessibility Services (student requests) or Faculty/Staff Disability Services (employee requests).~~

### d3. Working Animals

Working animals (as defined by this policy) are animals used: a) in academic courses or for education and research purposes; 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 Center or in public spaces. Working animals are permitted on campus by authorized individuals. The applicable Division head will determine if and when working animals are permitted on campus, in consultation with Student Accessibility Services (in relation to students) or Human Resource Services Faculty and Staff Disability Services (in relation to employees), as needed.

The review and approval of university owned or maintained animals for education or research purposes are under the jurisdiction of the Institutional Animal Care and Use Committee, which follows guidelines as adopted by federal regulatory agencies such as the U.S. Department of Agriculture and National Institutes of Health. Faculty and staff who would like to use animals for research or teaching purposes that will be owned or maintained by the campus should contact the chair of the Institutional Animal Care and Use Committee for instructions on project approval processes.

### e.4. Companion Animals

Companion animals (commonly known as pets and as defined by this policy) 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; c) Residence Life Coordinator apartments; d) pet communities as identified by University Housing & Diningthe Department of Residence; and e) approved university programs involving animals. Individuals wishing to possess a companion animal as it relates to one of the above outlined locations needs to utilize the process outlined by the manager of that property/community to request a pet and follow the expectations for that property/community. In these instances, the applicable Division head will determine if and when companion animals are permitted and the type of companion animals permitted, in consultation with Student Accessibility Services (in relation to students) or Faculty and Staff Disability Services (in relation to employees).

## **3. ExpectationsProcedures**

### a. Individuals Utilizing Service Animals and Service-Animals-In-Training

Individuals with a disability utilizing a service animal or individuals training a service animal do not have to provide documentation, receive approval, or provide the university notice of the service animal's presence.

Students with disabilities who utilize a service animals may contact Student Accessibility Services for assistance. Student Accessibility Services will assist each student as appropriate.

Employees with disabilities who utilize a service animal ~~should consult with s may contact Faculty and Staff Disability Services within~~ Human Resource Services for guidance on workplace practice. ~~Human Resource Services may then communicate with the applicable campus department/supervisor regarding the employee's accommodation-related needs.~~

When not readily apparent that an animal is a service animal, university personnel may ask only two questions to determine if the animal is permitted, ~~i.e.~~, (1) is the animal a service animal required because of a disability, and (2) what work or task has the animal been trained to perform?

#### b. Individuals Utilizing Assistance Animals

~~Residence students with disabilities who utilize assistance animals will provide Student Accessibility Services recent documentation from a physician or licensed mental health professional that: a) verifies the individual meets FHA's definition of a person with a disability; b) describes how the animal assists the individual; and c) shows the relationship between the individual's disability and the need for the assistance. If approved, Student Accessibility Services will then communicate with the Department of Residence regarding the student's accommodation-related needs.~~

Students with a disability wanting to utilize an Assistance Animal (often referred to as an ESA) in University-contracted housing or other specific locations must request an accommodation through Student Accessibility Services and engage in the required processes as outlined by Student Accessibility Services in collaboration with Housing & Dining.

Employees with a disability wanting to utilize an Assistance Animal (often referred to as an ESA) in University-contracted housing or other specific locations must request an accommodation through Human Resource Services and engage in the processes as defined by that department.

University approved assistance animals may accompany their owner to any contracted-housing space that can and should be accessed by the Animal Owner within University Housing, or other specific locations.

#### c. Responsibilities of all Individuals with Animals on Campus

~~Owners and keepers~~ Individuals with animals on campus are responsible for their animals at all times. This responsibility includes ~~complying following with all~~ state laws, ~~and~~ local animal ordinances, ~~as well as all University and Department of Residence~~ Housing & Dining policies and guidelines, including, but not limited to the following requirements:

- i. ~~•~~ Providing appropriate restraint, control and supervision of animals at all times.
- ii. ~~•~~ Providing animals with appropriate care, including food, water, shelter, health care and humane treatment.
- iii. ~~•~~ Cleaning up and disposing of all animal waste (both indoors and outdoors) in a timely, appropriate, and effective fashion.

~~iv. • 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.~~

~~v. • Not allowing odor, noise, damage, or other behavior of animals that disturbs others or damages university grounds, facilities or property.~~

~~• Having animals wear a current Cedar Falls, Iowa pet license, rabies vaccination tag, and personal identification tag when applicable.~~

#### **4. Exceptions and Exclusions**

~~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 or safety of others. For example, an animal that displays aggressive/vicious behaviors toward people or other animals may be excluded.~~

Animals may be prohibited ~~from 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 (above), 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.~~

#### **5. Violations and Complaints**

~~UNI 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. 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 or safety of others. For example, an animal that displays aggressive/vicious behaviors toward people or other animals may be excluded.~~

Animals that are out of control, presenting a disruption, or posing a threat to the campus community should be reported to the UNI Department of Public Safety, 319-273-2712.

Concerns with animals in the residence halls, specifically alleged violations of the Responsibilities of Individuals with Animals on Campus (above) should be reported to ~~Housing & Dining the UNI Department of Residence~~ (319) 273-2333. ~~Students Individuals~~ who have allegedly violated these requirements will be referred to the student conduct process."

Non-emergent concerns with ~~students bringing~~ animals in academic buildings, administrative offices, or other areas of campus, can be directed to the Dean of Students office (319) 273-2332. Concerns of alleged policy violations will be referred to the student conduct process.

Other non-emergent concerns with visitors, staff, faculty, etc. and an animal brought to campus may be managed in consultation with other offices as appropriate, including but not limited to, Department or Division Heads, the ADA Coordinator, Student Accessibility Services and Human Resources.

UNI 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. Individuals with service or assistance animals who feel they have been treated unfairly, discriminated against, or harassed should consult with the UNI Office of Civil Rights Compliance of Compliance and Equity Management, 319-273-2846.

## 6. Related University Policies

- a. Discrimination, Harassment, and Sexual Misconduct Policy 13.02
- b. Campus Accessibility & Accommodations of Disabilities 13.15

## 7. Resources

- a. • ~~UNI Student Accessibility Services, 319-273-2332677, accessibilityservices@uni.edu~~<https://sas.uni.edu>
- b. • ~~UNI Faculty and Staff Disability Human Resource Services, 319-273-6164, www.uni.edu/hrs/mybenefits/disability~~[hrs-leaves@uni.edu](mailto:hrs-leaves@uni.edu)
- ~~• ~~UNI Accommodations of Disabilities Policy, www.uni.edu/policies/1315~~~~
- ~~• ~~UNI Discrimination, Harassment, and Sexual Misconduct Policy, www.uni.edu/policies/1302~~~~
- c. • ~~University Housing & Dining, 319-273-2333, housing@uni.edu~~
- d. ~~Americans with Disabilities Act, http://www.ada.gov/~~
- e. • ~~Fair Housing Act, www.justice.gov/crt/about/hce/title8.php~~
- ~~City of Cedar Falls Iowa, http://www.ci.cedar-falls.ia.us/442/Pet-Licensing~~

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