

## ST. THOMAS UNIVERSITY ANIMALS ON CAMPUS

### I. Statement of Policy

St. Thomas University (*hereinafter* STU or University) recognizes that wild or feral animals may select our campus as their habitat and that occasionally owners of domestic animals may bring their animals to our campus. However, STU considers the safety and health of our faculty, staff, and students to be of utmost priority.

This policy is intended to help maintain the delicate balance required to sustain all wildlife on campus grounds without human intervention, rather than to protect any one species of animal. The achievement of such balance requires the cooperation of all members of the campus community.

### II. Objective

The purpose of this policy is to reduce the risk of liability and injury to the campus community.

### III. Applicability

This policy applies to faculty, staff, contractors/vendors and students.

### IV. Definitions and Scope

1. Wild or feral animals that are not a risk and do not represent a hazard, cause property damage, or create a public nuisance, and that do not involve human intervention. Will be allowed to inhabit STU's campus grounds.
2. Prohibited human intervention includes, but is not limited to, feeding, building of shelters, and injection of medication.
3. Wild or feral animals that are a potential risk, represent a hazard, cause property damage, create a nuisance, or otherwise pose a potential conflict for humans will be regulated, controlled, and humanely relocated in accordance with all applicable laws and regulations.
4. Domestic Animals (*with the exception of service animals*):
  - i. Domestic animals and pets found tethered, unattended, or abandoned may be humanely impounded in accordance with all applicable laws and regulations.
  - ii. Domestic animals and pets may not be brought on campus or confined in vehicles parked on campus for any reason. In the event of endangerment to the animal or others, or public nuisance, the animal's owner is subject to citation and the animal may be humanely impounded.
5. Service animals in accordance to the American with Disabilities Act (ADA), is defined as "any animal individually trained to do work or perform tasks for the benefit of an individual with a disability, including, but not limited to, guiding individuals with impaired vision, alerting individuals to an impending seizure or protecting individuals during one, altering individuals who are hearing impaired to danger, or pulling a wheelchair and fetching dropped items." A clear and explicit rationale must exist for the function or service that the animal will fulfill in order to receive this accommodation.

## V. Responsibilities

1. The Vice President of Administration and Chief Financial Officer and/or Director of Administration and/or Manager of Environmental Compliance and Risk Management is responsible for providing the final determination on the risk, potential hazard, potential for property damage, or potential for public nuisance of any animal on campus grounds.
2. The Director of Physical Plant and/or Manager of Environmental Compliance and Risk Management will maintain an animal control program in compliance with all applicable laws and regulations; humanely and expeditiously capture and relocate animals, as needed; and educate members of the campus community by informing them of the key aspects of this policy.
3. The University requires that any individual using, or desiring to use, a service animal on campus request such accommodation with the Director of Emergency Management within Student Services.
  - i. Enrolled students wishing to be accompanied to class by a service animal as an accommodation shall request authorization from the Director of Emergency Management. Students shall provide current verification of a disability that requires accommodation and be able to demonstrate the function the service animal performs as a disability accommodation. During the interactive process other considerations may be taken into account regarding the approval, maintenance, and utilization of the service animal.
  - ii. Faculty and staff shall contact the Office of Human Resources for such a request. The Office of Human Resources will engage the requesting individual in an interactive process to determine whether bringing a service animal on campus is a reasonable and effective accommodation.
4. Questions regarding this policy should be directed to your department's administrative office. In addition, the following offices should be contacted as follows:

<b>Subject</b>	<b>Contact</b>
Damage to University Facilities	Physical Plant
Emergencies	Public Safety
Residence Halls	Student Affairs
Safety	Public Safety
Other	Human Resources

Responsibility for the interpretation and administration of this policy resides solely with the Department of Human Resources. The University reserves the right to amend this policy at any time.

## VI. Exceptions

The following animals are permitted on University-controlled property:

1. Service animals while performing their duties as listed in Section IV Number vii.
2. On-duty police dogs.
3. One-time exceptions may be granted for events involving animals. Exceptions must be requested through the Vice President for Administration and Chief Financial Officer.

All animals must be certified and licensed in compliance with local ordinance.

#### **VII. Failure to Comply**

Individuals who bring unauthorized animals to the University will be asked to remove them. Unattended or unrestrained animals will be removed from University property by a local animal control service.

Damage to property that is the direct result of an unauthorized pet or other animal will be the sole responsibility of the owner of the animal that caused the damage.

Repeat violators will be banned from campus.

#### **VIII. Sunset Review**

This policy shall be reviewed in five (5) years from its effective date to determine its effectiveness and appropriateness. This policy may be reviewed before that time as necessary to reflect substantial organizational, physical, or academic change(s) at STU or any change required by law.

