



**Association of
American Medical Colleges**
2450 N Street, N.W., Washington, D.C. 20037-1127
T 202 828 0400 **F** 202 828 1125
www.aamc.org

QUESTIONS: Pet Policies

Yes, four-legged friends.

My facilities manager asked that I seek information about any existing policies, proposed policies, restrictive language, etc., concerning bringing dogs to work -- particularly when they and their food dishes lie within proximity to research labs and animal quarters.

Anyone dealing with this issue, or have a written policy?

Given all the really serious challenges we face every day, I thought this one might bring a little lightness to the end of the day.

Mary Dupont
Harvard Medical School
mary_dupont@hms.harvard.edu



The University of Wisconsin System actually has a policy on this and I've dealt with it at least twice - who knew this was part of human resources?
Our policy is below.

Policy on Animals in University Buildings & on University Lands:
UWS Chapter 18.06 (5). ANIMALS

The presence of dogs, cats, and other pets is prohibited in all university buildings and in arboretums at all times except as authorized by the chief administrative officer. Dogs specially trained or being specially trained to lead blind or deaf persons or to provide support for mobility-impaired persons, and wearing harnesses or leashes and special capes, shall be exempt from these provisions. The presence of dogs, cats and other pets shall be prohibited on all other university lands unless they are on leash under the control of and accompanied by a person. Any dog, cat or other pet found in violation of this subsection may be impounded and its owner subject to the penalty provisions in s. UWS 18.07.

UWS 18.07 Penalties

Unless otherwise specified, the penalty for violating any of the rules in s. UWS 18.06 shall be a forfeiture of not more than \$500, as provided in s. 36.11 (1) (c), Stats.

Elizabeth Bolt
University of Wisconsin
bolt@wisc.edu



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QUESTIONS: Pet Policies (con't)

EAST TENNESSEE STATE UNIVERSITY

SECTION: PPP-43

SUBJECT: Animals on Campus

This policy applies to animals classified as "pets" and "service animals" but does not apply to animals used for research purposes.

This policy does not apply to the living quarters and support buildings that are assigned to university employees as a part of their employment contract.

Owners of animals permitted on campus are responsible for ensuring that their animal's wastes are properly removed from the grounds and disposed of in the trash or sanitary sewer.

I. Pet Animals

No pets or animals of any nature shall be permitted in any university facility including residence facilities; provided that if authorized in writing by the institution, fish in aquariums of a designated size may be allowed.

Requests for the use of animals for educational purposes, other than research, or special events, i.e., cat and dog shows, etc., should be requested through the sponsor's chain-of-authority to the Health and Safety Office.

Wild, except for indigenous populations, or exotic animals are forbidden on campus except by special permission of the Health and Safety Office and the Tennessee Wildlife Resources Agency.

II. Service Animals

To provide equal opportunity to disabled individuals to obtain employment, education, and services from the university, it is the policy of East Tennessee State University to allow and encourage disabled people to use service animals, subject to the conditions stated below.

The term "service animal" includes any animal that is individually trained to do work or perform tasks for the benefit of an individual with a disability.

Typical tasks include guiding people with vision impairments, alerting individuals with hearing impairments, pulling a wheelchair, or retrieving items. A service animal may be a dog, monkey, or other animal.

A service animal is permitted in all classrooms, offices, hallways, dormitories, eating facilities, museums, theaters, sports areas, auditoriums, and other sites on campus, provided that:

The animal is in a harness or kept on a leash. However, service animals kept in good control by a disabled person need not be in a harness or on a leash when in a disabled student's own dormitory room or at an employee's own work station.



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The animal is adequately controlled so as to present no undue noise or disruption to others.

The animal creates no danger of infection, transmission of disease, or other health problems to people. (Note: A well-controlled service animal creates no more of a health risk than a person, so it should be allowed in any areas as humans without special clothing or extensive hygiene requirements).

If a service animal is used by a person living in a university dormitory and an assigned roommate objects to the presence of the animal, the university may reassign either the disabled person or the roommate, at the University's option, to another room.

The university may, but is not required to, demand that a person desiring to use a service animal on the premises of East Tennessee State University provide reasonable proof that the individual is legally disabled and that the service animal is certified as a service animal by a formal animal training program such as Guide Dogs of America or other recognized training agency, or the Tennessee Council for the Hearing Impaired.

The university and university employees or agents assume no responsibility for controlling, keeping, feeding, or otherwise caring for any service animal. The university and its employees assume no legal responsibilities for any injury or damage caused by a service animal.

Job applicants and employees of the university shall not be discriminated against in any aspect of employment because of an individual's use of a service animal in conformance with this policy. Allowing the use of a service animal shall, in most cases, be a reasonable accommodation that allows an applicant or employee to qualify for the job in question. However, if the use of the service animal substantially interferes with the performance of essential job tasks, the accommodation may be re-evaluated.

No employee, agent, representative, student, or other person affiliated with East Tennessee State University shall discriminate against an individual because of the use of a service animal in conformance with the requirements of this policy. No disabled person shall be prevented from entering, remaining, or using facilities of this University because of the use of a service animal, unless such use is not in conformance to the requirements of this policy.

Contact the Health & Safety Office for additional information.

John A. Sanders
East Tennessee State University
SANDERJA@mail.etsu.edu