



Service Animal Policy

Employees and Students

Effective Date: January 14, 2019

Approved Date: January 14, 2019

- (1) A service animal is an animal that performs specific tasks for individuals with disabilities, such as navigation for the blind, warning for the deaf, seizure intervention, etc. The service performed must be directly related to the individual's disability.
- (2) The only permissible services animals are dogs and miniature horses.
- (3) Emotional support animals, therapy animals and pets are prohibited on campus.
- (4) In accordance with the Americans with Disabilities Act, reasonable accommodations that do not fundamentally change the activity or setting of the classroom or work environment will be extended to individuals with documented disabilities. These individuals may be accompanied by a Service Animal on the Dixie Tech campus in any place where the public may congregate provided:
 - (a) The service animal shall have a harness, leash, or other tether, unless either the handler is unable because of a disability to use a harness, leash, or other tether, or the use of a leash, harness, or other tether would interfere with the animal's safe, effective performance of work or tasks, in which case the service animal must be otherwise under the handler's control (e.g., voice control, signals, or other effective means).
 - (b) The service animal does not pose a threat or danger to the health or safety of others;
 - (c) The service animal is not disruptive; and
 - (d) The service animal is housebroken.
- (5) A service animal not in compliance with the above requirements shall be removed and excluded from campus buildings.
- (6) The service animal is not allowed in clean or operating rooms.
- (7) Care and supervision of the service animal, as well as the costs of any damage caused by the service animal, are the sole responsibility of the service animal's owner.
- (8) Dixie Tech may ask two questions to determine the category of the animal being requested for campus:
 - (a) Is the dog a service animal required to be on campus due to a disability?
 - (b) What work or task has the animal been trained to perform?
- (9) Students who wish to appeal a decision regarding a Service Animal, Emotional Support Animal, or Therapy Animal on campus may do so in accordance with the Student Services Officer in accordance with the college's Grievance Policy. Employees who wish to appeal a decision regarding a Service Animal, Emotional Support Animal, or Therapy Animal on campus may do so through the college's Employee Dispute Resolution Policy.