



8.13.1 Animals on Campus

Chapter 8 - Health & Safety	Original Effective Date: April 2019
Section: 8.13 Animals on Campus	Date Last Reviewed: June 2021
Responsible Entity: Vice President for Facilities and Capital Planning	Date Last Revised: June 2021

I. Purpose

It is the policy of UT Health San Antonio (University) to afford individuals with disabilities who require the assistance of a Service Animal equal opportunity to access University property in accordance with federal laws and in other situations subject to the rules outlined in this policy.

II. Scope

This Policy applies to all faculty staff, students, residents, trainees, visitors, and guests of the University.

This policy does not apply to animals involved in authorized research; K-9 animals (police dogs); or animals used for performance or for therapeutic purposes on premise or involved in a University sponsored activity.

III. Policy

Service Animals play an important role in helping to overcome the limitations often faced by persons with disabilities. The University prohibits discrimination and permits the use of Service Animals in accordance with *Title II and III of the Americans with Disabilities Act Amendment Act (ADAAA)*. Service Animals and Service Animals in training are permitted on campus grounds and in University buildings open to the public, such as offices, hallways, waiting rooms, and lobbies.

Emotional Support Animals are permitted on campus grounds, however, are not allowed in University buildings. Special consideration will be given to campus clinics or counseling centers, when necessary to facilitate patient care, with the permission of the appropriate director and supervising Dean or Vice President. For questions about Emotional Support Animals in non-clinical settings please contact the ADA Office or Office of Human Resources.

8.13.1 Animals on Campus

A. Owner Responsibility

Animals are permitted on campus grounds and in some cases, University buildings, provided the animals owner follows federal, state, and local laws and rules outlined in this policy. Animals will not routinely be permitted into University areas not open to the public but may be permitted on a case by case review by the respective administrator of the area. Animals must be attended at all times.

1. Animals on campus grounds must have a valid license as evidence of current vaccinations, or they are subject to removal.
2. Animals must be under the complete control of the owner at all times and present no hazard to people or property. The wearing of a muzzle by a dog shall not be regarded as control by its owner.
3. Animals must be securely confined in a cage, or similar restrictive conveyance, or be secured to a leash, cord, chain, or similar control of a maximum of six (6) feet, the other end of which is restrained by a person. If this constraint interferes with a Service Animal's work or if the individual's disability prevents using these devices the individual must maintain control of the animal through voice, signal, or other effective controls.
4. Animals must not be tethered to a stationary fixture or tree or left unattended on campus.
5. Animals must not be left in a vehicle while unoccupied. The University may take reasonable efforts to remove an animal confined in a vehicle when there appears to be imminent danger to the animal. The University is not liable for any associated damages or loss for this action and the animal's owner assumes full responsibility.
6. The University retains the right to take action to remove an animal from the University premises if the safety of other, destruction of property, or disturbance warrants such removal. The removal of any animal and any cleaning, repairs, and/or pest control will be done at the expense of the owner. This action may also extend to cases involving service and support animals.
7. In all cases, the owner is responsible for the animal's behavior.

B. Service Animals

In accordance with law, the University permits Service Animals inside campus buildings where other animals would normally be excluded. Faculty, staff, or students who have a Service Animal are required to notify the ADA Compliance Officer or Office of Human Resources for assistance in accommodating a Service Animal while on campus. Environmental Health and Safety should be contacted to perform a risk assessment for faculty, staff, or student requiring a Service Animal in a lab.

1. Criteria for Service Animals in Campus Buildings
 - a. The Service Animal must be trained as a Service Animal in the work or tasks directly related to the person's disability. The individual must be in control of the Service Animal at all times.
 - b. Individuals are permitted with their Service Animal in all areas of public accommodation and where appropriate to have a Service Animal, including mental health clinics or during clinical trials. Service Animals will not routinely be permitted in University areas not open to the public. Due to patient safety and infection control concerns, Service Animals may not be permitted in surgical procedure rooms or areas, such as labs, where animals may compromise a sterile environment.
 - c. Service Animals are required to wear a vest, ID tag or specific harness indicating the animal is a Service Animal.
2. Employees may not ask about the nature of a person's disability, require "proof" of the animals training, or identification of the person's disability as such inquiry violates ADA and other federal nondiscrimination laws. Employees may only ask:
 - a. Is the animal required because of a disability?
 - b. What work or task has the animal been trained to perform?
3. Individuals are advised to follow these rules and remember that a Service Animal is a working animal:
 - a. Do not pet the Service Animal. This may distract from its work.
 - b. Do not feed the Service Animal unless the individual assigned the Service Animal gives you permission.
 - c. Minimize activities that may startle the Service Animal.
 - d. Do not call the Service Animal or try to get the animal's attention.
 - e. Do not attempt to separate the Service Animal from its handler.
4. The animal must be well groomed and appear health. Health conditions that may exclude an animal form a clinical or educational setting include, but are not limited to, gastroenteritis, obvious flea or mite infestations, or skin lesions.
5. The individual who is assigned a Service Animal must ensure the animal is fed, given water, and provided other services, as needed. No employee will be required to take care of a Service Animal.
6. If a Service Animal has unacceptable behavior and the owner does not take effective action to control it, an individual may request that the animal be removed from the premises. The individual must offer the owner the opportunity to obtain services

8.13.1 Animals on Campus

without the animal's presence. Unacceptable animal behavior includes but is not limited to growling, excessive whining, uncontrolled barking, jumping on other people, inappropriate elimination, outward display of aggressive behavior, and/or if the animal's behavior poses a threat to the health and safety of others.

7. Allergies or fear of dogs are not valid reasons for denying access or refusing service to people using Service Animals. If an individual with allergies must spend time in the same area as a Service Animal, both the individual and the owner should be accommodated.

C. Grievances

All incidents involving actions against individuals and/or their animals will require departmental documentation. Documentation should include reason(s) as to why the animal posed a threat to the safety or health of other under the control of the handler. The incident report will be forwarded to their department manager for disposition. An individual who feels they have been unfairly denied the ability to bring or maintain an animal on University property may contact the ADA Compliance Office.

IV. Definitions

When used in this document with initial capital letter(s), the following words have the meaning set forth below unless a different meaning is required by context.

Service Animals – dogs that are individually trained to do work or perform tasks for the benefit of an individual with a disability, including a physical, sensory, psychiatric, intellectual, or other mental disability. Service Animals are working animals, not pets.

Service Animals in Training – dogs undergoing training by an approved trainer who is an agent of an organization generally recognized by agencies involved in the rehabilitation of persons who are disabled as reputable and competent to provide training for assistance animals, and/or their handlers.

Emotional Support Animals – support animals, including comfort animals and therapy animals, that provide comfort and companionship but that do not require special training. Support animals are not considered Service Animals under the ADA.

Individual with a Disability – a person who has a physical or mental impairment that substantially limits one or more major life activity, or has a record of such an impairment, or is regarded as having such an impairment.

V. Related References

Contacts

Academic, Faculty and Student Ombudsperson and ADA Compliance

<http://uthscsa.edu/eoo/>

(210) 567-2691

Office of Human Resources

<https://uthealthsa.sharepoint.com/HR/Pages/Default.aspx>

(210) 567-2600

Environmental Health and Safety

<https://uthealthsa.sharepoint.com/Facilities/Pages/EHS.aspx>

(210) 567-2955

UT Police Department

<https://www.uthscsa.edu/police/home>

(210) 567-2800

VI. Review and Approval History

- A. The approving authority of this policy is the University Executive Committee.
- B. The review frequency cycle is set for three years following the last review date, a time period that is not mandated by regulatory, accreditation, or other authority.

Effective Date	Action Taken	Approved By	Date Approved
04/2019	Policy Origination		
06/2021	Policy Revision/discretionary edits		