

Animals in the Workplace Policy

Purpose and Scope

This policy is intended to promote a safe, healthy, and efficient environment for the campus community at West Chester University campuses, and to reduce the University's potential for exposure to unnecessary risks of liability, including bites, unsanitary conditions, consequences relating to human allergies, and trip hazards from animals in the workplace.

Policy Statement

While the University understands that some employers permit employees to bring pets and comfort animals into their place of work for purposes of work-life balance, to improve camaraderie, and to reduce absenteeism, concerns regarding health risks such as allergic reactions to animals, animal bites, fleas, ticks, and disposal of animal waste); and safety concerns such as trip and fall hazards to other individuals which could result in serious employer liabilities far outweigh the benefits of allowing pets and comfort animals to accompany employees to our workplace environment.

Employees are prohibited from bringing non-service animals to work in any University building, including all academic, administrative, residential, and facilities support buildings. Non-service animals are also prohibited in University leased or owned vehicles, or in common carriers transporting University employees. Leaving animals in vehicles or leaving them unattended on the campus grounds are equally prohibited. This policy is not intended to limit the rights of persons with disabilities who use bona fide service animals.

Procedures

Service Animal Accommodations: An employee seeking to request use of a service animal at work must provide documentation and medical certification of the need to the Office of Human Resources. A student seeking service animal accommodation for use in non-residential University buildings must contact the University's Office of Disability Services and follow their procedures. The Resident Director Apartment Agreement shall govern the status of animals with respect to Resident Directors' apartments.

Definitions

Service Animal (ADA Definition): Any dog that is individually trained to do work or perform tasks for the benefit of an individual with a disability, including a physical, sensory, psychiatric, intellectual, or others mental disability. The work or tasks performed by a service animal must be directly related to the individual's disability.

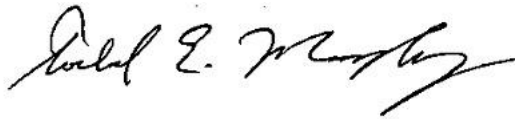
UNIVERSITY POLICY

The crime deterrent effects of an animal's presence and the provision of emotional support, well-being, comfort or companionship do not constitute work or tasks for the purposes of this definition. (The ADA does make provision for the use of miniature horses as service animals with certain restrictions.)

Reviewed by: Office of Human Resources

Policy Owner: William J. Helzsouer

Approved by:



Todd E. Murphy

Vice President for Finance and Administration

Effective Date: 3/19/21

Next Review Date:

History:

Initial Approval:

Review Dates:

Amended: