

LAFAYETTE COLLEGE

Academic Tutoring and Training Information Center

Easton, Pennsylvania 18042-1773 USA • TEL 610-330-5098 • FAX 610-330-3065 • attic.lafayette.edu

Lafayette College's Service Animal Policy

Lafayette College is committed to compliance with state and federal laws regarding individuals with disabilities. ATTIC/Disability Services is committed to supporting students who require a service animal on campus. For more information for Faculty, Staff, and students regarding the laws of service animals please see the following websites:

http://www.ada.gov/service_animals_2010.htm

http://www.ada.gov/2010_regs.htm

The policy applies to any person who is using a service animal and is participating in the College's programs or activities or who is on the college's campus, including College Housing.

Lafayette College reserves the right to amend this policy, as circumstances require.

What is a service animal? Service animals are defined as dogs (or in some cases miniature horses) ("Service Dog") that are individually trained to do work or perform tasks for people with disabilities. Other species of animals whether wild or domestic, trained or untrained, are not service animals. The work or task that the service animal performs must be directly related to the individual's disability. Examples include assisting individuals with low vision and alerting individuals who are hearing impaired. Service animals may also be needed to pull a wheelchair, retrieve items such as medicine or a telephone, recognize and assist during seizures, and prevent or interrupt compulsive or destructive behavior.

Service Dogs whose presence provide emotional support, companionship or comfort but are not individually trained to do work or tasks in response to an individual's disability are not considered Service Dogs. If you feel you have a disability and believe you require an assistance animal for emotional support or comfort, please see Lafayette's policy on Assistance Animals.

Are there rules about Service Dogs? Service Dogs must be under effective control at all times and cannot harm or threaten others in the campus community; including faculty, staff, students and guests. Consistent with federal and state

law, a Service Dog may be prohibited from university facilities or programs if the Service Dog's behavior poses a direct threat to the health or safety of others, the Service Dog is out of control, or the Service Dog is not housebroken. If the student refuses to comply with the removal of the Service Dog then the student may be charged with violating the student code of conduct.

Owners are responsible for properly containing and disposing of all dog waste. The dog waste must be immediately retrieved by the owner, placed in a sturdy plastic bag and securely tied before disposing of in an outside trash receptacle. If you need assistance with this you must notify Disability Services to make arrangements.

Owners must ensure that preventative measures should be taken at all times for flea and odor control. Consideration of others must be taken into account when providing maintenance and hygiene to a Service Dog. Students will be liable for damage caused by Service Dogs in the same manner they are responsible for personal damages to College property.

Inquiries Regarding Service Dogs:

When it is not obvious what service a Service Dog provides, only limited inquiries are allowed. Faculty/Staff can ask two questions:

1. Is the Service Dog a service animal required because of a disability?
2. What work or task has the Service Dog been trained to perform?

Faculty/staff cannot ask about the person's disability, require medical or training documentation, or ask that the Service Dog demonstrate it's ability to perform the work or task.

User/Handler Responsibilities

Students

We strongly encourage students to make themselves known to Disability Services should they desire to have a Service Dog accompany them on campus, however they are not required to do so.

If a student is planning to live on campus with their Service Dog we request that the individual fill out the Service Dog Agreement Form for housing accommodations so that the student can be assigned to the most appropriate housing location considering the student's needs and preferences. A request for housing with a Service Dog does NOT require documentation.

Employees

Employee questions on service animals or requests to have a Service Dog at work should contact Human Resources.

Visitors

Service Dogs accompanying individuals with disabilities are welcome in all areas of campus that are open to the public.

Public Etiquette by Students/Staff/Faculty/Administrators

Service Dogs are working animals and are not pets. The College asks that members of the Lafayette College community and visitors adhere to the following best practices when interacting with Service Dogs.

Individuals should not:

- Assume that the Service Dog is a pet.
- Pet/touch a Service Dog. Petting distracts them from their responsibilities.
- Restrict the individual and the Service Dog from full participation in programs and activities of the College. This includes off campus activities and activities involving transportation.
- Assume the handler may have visible disability. Do not make assumptions about the necessity of the Service Dog.
- Ask the handler about their specific medical condition.
- Prioritize the needs of another individual over the needs of an individual with a Service Dog. For example, we cannot restrict the access of a Service Dog fearing another member of the community may have an allergy.
- Feed a Service Dog.
- Deliberately startle, tease or taunt a Service Dog.

Allergies, Asthma and Other Medical Conditions

Allergic reactions to animals are common. Persons who have asthma, allergies, or other medical conditions effected by the presence of animals are asked to contact Disability Services. The person impacted by the presence of the animal must provide verifiable medical documentation to support their claim. The needs of both individuals will be considered in resolving the issue.

If an allergy/animal conflict within a residence hall cannot be resolved agreeably, then Residence Life and Disability Services will collaborate to determine a solution.

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Lafayette College's Assistance Animal Policy

Lafayette College is committed to compliance with state and federal laws regarding individuals with disabilities. The following is a guide for students who request the presence of an assistance animal, as defined by applicable law, in their campus residence. Lafayette College abides by both state and federal law regarding its housing policies, including the following:

Under the Fair Housing Act and Section 504 of the Rehabilitation Act of 1973, "individuals with a disability may be entitled to keep an assistance animal as a reasonable accommodation in housing facilities that otherwise impose restrictions or prohibitions on animals. The assistance animal must be necessary to afford the individual an equal opportunity to use and enjoy a dwelling or to participate in the housing service or program. Further, there must be a relationship, or nexus, between the individual's disability and the assistance the animal provides."

Lafayette College reserves the right to amend this policy, as circumstances require.

What is an assistance animal and how is it different from a service animal?

Assistance animals, which are defined under the Fair Housing Act, are animals that work, provide assistance, or perform tasks for the benefit of a person with a disability, or provide necessary emotional support that alleviates one or more identified symptoms or effects of a person's disability. Assistance animals are not required to have special training for work or tasks. The regulations permitting assistance animals pertain to college owned and operated residential living facilities. Assistance animals are not permitted in non-residential facilities including but not limited to academic buildings, offices, and classrooms.

Service animals are limited to dogs and miniature horses are defined under the American with Disabilities Act and have special training to provide services or

tasks for individuals with disabilities. Unlike assistance animals, they are allowed to accompany the individual with a disability in public places.

How do I qualify for an assistance animal in my residence? There are two requirements that need to be met in evaluating a request for an assistance animal. First, an individual seeking to have an assistance animal in his/her residence will be asked whether he/she has a disability. Second, the person making the request will be asked whether he/she has a disability-related need for an assistance animal (in other words, does the animal work, provide assistance, perform tasks or services for the benefit of the person or provide emotional support that alleviates one or more identified symptoms or effect the person's disability?). If an individual's disability is not readily apparent, the individual making the request may be asked to provide reliable documentation of his/her disability and of his/her disability-related need for an assistance animal. If an individual's disability is readily apparent but the disability-related need for the assistance animal is not, the individual making the request may be asked to provide documentation of the disability-related need for an assistance animal. If these requirements are met, the individual will be permitted to have an assistance animal in his/her residence.

The request for an assistance animal may be denied if assistance animal would impose an undue financial and administrative burden or would fundamentally alter the nature of the College's services.

The request for an assistance animal may also be denied if it is determined that the specific assistance animal in question poses a direct threat to the health or safety of others that cannot be reduced or eliminated by another reasonable accommodation or if the animal would cause substantial physical damage to the property of others that cannot be reduced or eliminated by another reasonable accommodation.

A determination that an animal poses a direct threat to the health or safety of others or that it would cause substantial physical damage to the property of others will be based on an individualized assessment that relies on objective information about the specific animal's actual conduct, not on mere speculation or fear about types of harm or damage an animal may cause and not on evidence about harm or damage caused by other animals.

What rules and expectations pertain to assistance animals? There are some rules that apply to assistance animals, and failure to follow them may result in the

loss of permission to keep an assistance animal in your residence and/or a violation of the student code of conduct. The rules include:

- Assistance animals may not pose a danger or threat to the health or safety of other students, staff, faculty or guests that cannot be reduced or eliminated by another reasonable accommodation.
- Assistance animals may not cause substantial physical damage to the property of others that cannot be reduced or eliminated by another reasonable accommodation.
- Assistance animals cannot fundamentally alter the nature of the College's services.
- Assistance animals cannot create a nuisance to or distract from other students' use of the residence. Residence halls are places of study; animals that make excessive noise or cause disruption may fundamentally alter the nature of the College's services.
- Assistance animals need to be kept in clean, sanitary and safe conditions. This responsibility falls on the student and the university assumes no liability for the animal. All animals must be properly cared for which includes food, medical treatment, clean living space, etc. Abuse and neglect of animals may result in a formal complaint and possibly ultimate removal from your campus residence.
- Allergic reactions to animals are common. Persons who have asthma, allergies, or other medical conditions effected by the presence of animals are asked to contact Disability Services. The person impacted by the presence of the animal must provide verifiable medical documentation to support their claim. The needs of both individuals will be considered in resolving the issue. If an allergy/animal conflict within a residence hall cannot be resolved agreeably, then Residence Life and Disability Services will collaborate to determine a solution.
- Students are responsible for complying with all applicable laws and regulations concerning their assistance animals, including vaccination, licensure, leash control laws, cleanup rules, and animal health.
- Assistance animals do not require a deposit, but you are responsible for costs associated with any damage caused by your assistance animal. Damage includes pests (fleas, ticks) and additional wear and tear on carpets, furniture and

other college property.

- Assistance animals are not permitted general access to campus areas other than your residence. Assistance animals may use a designated area to relieve themselves provided they are under effective owner control at all times.
- Assistance animals may not be left in the care of another residential student overnight and/or during college breaks. Alternative arrangements must be arranged.
- Owners are responsible for properly containing and disposing of all animal waste. Indoor animal waste, such as cat litter, must be placed in a sturdy plastic bag and tied securely before disposing of in an outside trash receptacle. Outdoor animal waste, such as dog feces, must be immediately retrieved by the owner, placed in a sturdy plastic bag and securely tied before disposing of in an outside trash receptacle.
- Owners must ensure that preventative measures should be taken at all times for flea and odor control. Consideration of others must be taken into account when providing maintenance and hygiene to assistance animals.
- Students who are approved to have an assistance animal on campus must sign an agreement (see attached) with Disability Services, which will be on file with Disability Services and Residence Life.

If a student fails to comply with the policies, then Residence Life will investigate any complaints and will work with the Office of Disability Services to resolve any issues or concerns.

An assistance animal may be removed from campus if (1) it imposes an undue financial and administrative burden or would fundamentally alter the nature of the College's services, (2) it poses a direct threat to the health or safety of others that cannot be reduced or eliminated by another reasonable accommodation or, (3) it would cause substantial physical damage to the property of others that cannot be reduced or eliminated by another reasonable accommodation. If a determination is made that the animal should be removed, a joint letter will be sent to the student from Residence Life and Disability Services. If the student refuses to remove the animal from his or her campus residence after such a determination has been made, the student may be charged with violating the student code of conduct.

If a student violates any of the above rules and expectations related to assistance animals, the student may be charged with violating the student code of conduct.

How do I begin the process to have an assistance animal in my residence?

Please complete and send the Assistance Animal Request Form to Disability Services. Disability Services will then schedule an in-person meeting with the applicant and the Assistance Animal Request Committee.

We strongly recommend that the student submit the Assistance Animal Request Form at least 90 days prior to the move in date so that the in-person meeting can be scheduled and the student's request can be considered.

If the student's disability is not readily apparent or known to the College, the student may be required to submit reliable documentation of the student's disability and the student's disability-related need for the assistance animal.

If the student's disability is readily apparent or known to the College but the disability-related need for the assistance animal is not, the student may be required to submit reliable documentation of the disability-related need for the assistance animal.

Such documentation should include documentation from a physician, psychiatrist, social worker, or other mental health provider related to the disability-related need for the assistance animal.

Applicants will be informed after their in-person meeting regarding whether documentation will be required.

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By my signature below, I verify that I have read, understand and will abide by the guidelines outlined in Lafayette College's Service Animal Policy in regards to housing accommodations.

Resident Owner Signature

Date _____

Residence Life Representative

Date _____

Disability Services Representative

Date _____

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By my signature below, I verify that I have read, understand and will abide by the guidelines outlined here and I agree to provide the documentation required to complete my request for reasonable accommodations under Lafayette College's Assistance Animal Policy.

Resident Owner Signature

Date _____

Residence Life Representative

Date _____

Disability Services Representative

Date _____

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Approved Animal Agreement Roommate/Suitemate Acknowledgement

By my signature below, I understand that I will share the common areas of my assigned residential space with the animal approved by this agreement. Should I have any concerns regarding the care and control of the approved animal, I will discuss my concerns with the approved animal's owner and then with Residence Life/Disability Services, if the approved animal owner and I cannot come to an agreement.

Approved Animal Owner: _____
Resident's Address:

Resident's Name
Date

Resident's Name
Date

Resident's Name
Date