



PACIFIC COLLEGE of HEALTH AND SCIENCE

Service Dog Policy

Policy:

It is the policy of Pacific College of Health and Science (PCHS) to provide equal access and reasonable accommodation for individuals with disabilities and to comply with applicable law related to service dogs for persons with disabilities, including any such person studying at, employed at, and/or visiting the PCHS campus. As used in this policy, disability means a physical or mental impairment that substantially limits one or more major life activities of an individual.

Campus visitors, new arrivals, or other interested persons with a service dog should be provided with this policy and referred to PCHS handbook for more information and/or advising on using a service dog on the PCHS campus. PCHS employees should contact the human resources director or campus director for more information.

Employees requesting accommodation for a disability that includes a service dog must contact the human resources director.

Students requesting accommodation for a disability that includes a service dog must contact the student advisor or campus director.

“Service Dog” Defined:

In accordance with Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990 (Revised 2009), a “service dog” is defined as *any dog 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. Other species of animals, whether wild or domestic, trained or untrained, are not service animals for the purposes of this definition. Although this definition is limited to dogs, federal regulations provide that under the ADA, miniature horses must be allowed as service animals as a reasonable modification if they are individually trained to benefit an individual with a disability and can be reasonably accommodated.*

Service animals are dogs trained to do specific tasks or “work” for the benefit of a person with a disability. The work or task that the dog performs must be directly related to the handler’s disability. A service dog is sometimes called an assistance dog. Examples of service dogs include, but are not limited to, guide dogs, hearing dogs, service/assistance dogs, and seizure response dogs.

The law distinguishes between a “service dog” and a “therapy, or emotional support animal.” A service dog is an animal with a good temperament and disposition, has reliable, predictable behavior, and is selected and trained to accompany people with disabilities. The dog may be



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incorporated as an integral part of a treatment process. A therapy/emotional support animal does not assist an individual with a disability in the activities of daily living. The therapy/emotional support animal does not accompany a person with a disability at all times, unlike a service dog that is always with a person with a disability. A therapy/emotional support animal is not considered to be a service dog under this policy or applicable law.

The laws protecting and giving certain rights to bona fide service dogs and their owners do not cover therapy/emotional support animals and their owners. PCHS has a no pet policy.

If there are any questions as to whether an animal qualifies as a service dog, determination will be made by the campus director or human resources department.

Service Dogs Generally Permitted On the PCHS Campus:

In accordance with federal law, use of a service dog in campus facilities, may not be challenged except if the use of the dog poses a direct threat to the health or safety of other persons, or if the presence of the service dog will result in a fundamental alteration of the service, program, or activity involved. (Title II of the ADA Regulations, 28 C.F.R. – 130 [b] [7])

As a result, a service dog must be permitted to accompany any associated person with a disability anywhere on the PCHS campus and at off-campus PCHS activities such as curriculum-related internships, except in areas and situations where it is unsafe to do so or where the presence of the service dog fundamentally alters the nature of the service, program or activity.

Requirements of Service Dogs and Their Owners on Campus:

PCHS recognizes that service dogs can play an important and necessary role in fostering the independence of some individuals with disabilities. Consequently, an appropriately trained dog, under the control of the disabled individual, may be allowed in campus facilities where animals would typically not be permitted. The safety and health of PCHS students, faculty, staff, and the service dog are important concerns; therefore, only service dogs and owners that meet the specific criteria below will be exempt from regulations that otherwise restrict or prohibit animals. The care and supervision of a service dog is the responsibility of the person using the dog's services (owner).

To maintain the safety and health of PCHS students, faculty and staff, requirements of service dogs and their owners include the following:

- Dogs must be licensed in accordance with local city or county regulations, which require proof of current rabies vaccination and/or rabies tags.
- In addition to receiving appropriate vaccinations, service dogs must be in good health. For example, dogs should have routine maintenance for fleas and tick prevention, de-worming, and have annual veterinary examinations.



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- Service dogs must be on a leash at all times (except where the dog must perform a task requiring it to travel beyond the length of the restraint, or the owner is unable to maintain the dog on a leash due to a disability).
- The owner must be in full control of the dog at all times. The care and supervision of the animal solely the responsibility of the owner.
- If requested, the owner must provide information as to what task or work the dog has been trained to do for the benefit of a person with a disability.
- When entering campus facilities with a service dog, the owner is strongly encouraged to use an identifying vest, tag, leash, or other visible method to indicate to the general public that the animal is a service dog.
- The owner of a service dog must be responsible for the immediate removal and proper disposal of all fecal matter for the health and safety of all members of the campus community.
- The owner must provide the human resources department or campus director with information as to how the animal accommodates for the individual's disability.

Expectations of Service Dogs and Their Owners:

Reasonable behavior is expected from service dogs while on campus properties. If a service dog, for example, exhibits unacceptable behavior, the owner is expected to employ the proper training techniques to correct the situation.

Cleanliness of the service dog is mandatory. Flea control is essential and adequate preventative measures should be taken. If a flea problem develops, it should be dealt with immediately and in an effective manner.

The college has the authority to remove a service dog from its grounds or facilities if the service dog becomes unruly or disruptive, unclean, and/or unhealthy to the extent that the animal's behavior or condition poses a direct threat to the health or safety of others, or otherwise causes a fundamental alteration in the college's services, programs, or activities.

Conflicting Disabilities:

If another person on campus has a covered disability under the ADA and it includes an allergic reaction to animals, and that person has contact with a service dog approved for presence on campus, a request for assistance should be made to the campus director who will consider all facts surrounding the contact and make an effort to resolve the issue.

Grievances:

In the event of a dispute about an accommodation relating to a service dog, or an animal restriction, the concerned party who is a member of the college community (faculty, employee or student) should follow the applicable Appeal/Grievance Procedures.



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Service Dog Questionnaire

Employee/Student Name: _____

Date: _____

Is the dog a service animal required because of a disability?

What work or task has the dog been trained to perform?

How does the presence of the service animal enable you to perform the essential functions of the job? (Employee)

When the disability or need for reasonable accommodation is not obvious, an employee may need to provide PCHS with reasonable medical documentation from a health care provider that confirms: 1) the existence of a disability, and 2) the need for reasonable accommodation.