

NORTHLAND COMMUNITY AND TECHNICAL COLLEGE

6019 SERVICE ANIMALS

Purpose

Northland Community & Technical College recognizes and supports the assistance a trained service animal can provide an individual with a disability. Service animals are allowed within college facilities utilizing the following guidelines.

Definitions

Service Animal: According to the Americans with Disabilities Act (ADA), a *Service animal* means 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 other mental disability. Other species of animals, whether wild or domestic, trained or untrained, are not service animals for the purposes of this definition.

Work or Tasks: The work or tasks performed by a service animal must be directly related to the individual's disability. Examples of work or tasks include, but are not limited to, assisting individuals who are blind or have low vision with navigation and other tasks, alerting individuals who are deaf or hard of hearing to the presence of people or sounds, providing non-violent protection or rescue work, pulling a wheelchair, assisting an individual during a seizure, alerting individuals to the presence of allergens, retrieving items such as medicine or the telephone, providing physical support and assistance with balance and stability to individuals with mobility disabilities, and helping persons with psychiatric and neurological disabilities by preventing or interrupting impulsive or destructive behaviors. 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.

Control: A service animal must be under the control of the handler at all times. A 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 harness, leash, or other tether would interfere with the service 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).

The college reserves the right to remove a service animal from the premises if:

- The animal is out of control and the animal's handler does not take effective action to control it.
- The animal is not housebroken.

If the college properly excludes a service animal it shall give the individual with a disability the opportunity to participate in the service, program, or activity without having the service animal on the premises. Effective alternatives will be examined with the individual to accommodate access.

The college is not responsible for the care or supervision of a service animal.

Date of Implementation: Fall Semester 2011
Date of Adoption: Cabinet 6/30/11; SGC 7/25/11
Date & Subject of Revisions:

Procedure

Requests for the use of service animals at Northland Community & Technical College will be reviewed on a case by case basis.

Students:

Contact the Disability Services Coordinator on the respective campus with your request.

Employees:

Contact the Human Resources Department with your request.

A request needs to be made in advance of the attendance of a service animal in the academic or work environment. In the case of a student, upon determination of eligibility, contact will be made with the instructor(s) to notify them of the appropriate accommodation. In the case of an employee, upon determination of eligibility, contact will be made with the supervisor to notify them of the appropriate accommodation.

The following factors will be considered in regard to the individual's access to programs and services.

- If the animal is required because of a disability.
- What work or task the animal has been trained to perform.

The college will not make these inquiries about a service animal when it is readily apparent that an animal is trained to do work or perform tasks for an individual with a disability (e.g., the dog is observed guiding an individual who is blind or has low vision, pulling a person's wheelchair, or providing assistance with stability or balance to an individual with an observable mobility disability).

If an individual notifies the College of an allergy to a service animal that is accompanying a partner/handler, the College will make reasonable attempts to balance the rights of the individuals involved and to consider the available options. Generally, allergies that are not life threatening are not a valid reason for prohibiting the presence of a service animal. Similarly, fear of animals generally is not a valid reason for prohibiting the presence of a service animal.