

DAEMEN

STUDENT AFFAIRS

Assistance Animal Policy and Agreement

Daemen University recognizes the importance of *Assistance Animals* under the Fair Housing Act (FHA). Daemen University is committed to allowing *Assistance Animals* necessary to provide individuals with disabilities an equal opportunity to access campus housing. This policy explains the specific requirements applicable to an individual's use of *Assistance Animal* in University housing. Daemen University reserves the right to amend this policy as circumstances require.

Although it is the policy of Daemen University that individuals are generally prohibited from having animals of any type in University housing, Daemen will consider a request by an individual with a disability for reasonable accommodation from this prohibition to allow an Assistance Animal that is necessary because of a disability and reasonable. However, no Assistance Animal may be kept in University housing at any time prior to the individual receiving approval as a reasonable accommodation pursuant to this Policy.

I. Definitions

- A. **Service Animal:** Under the Americans with Disabilities Act Amendments Act (ADAAA), a Service Animal is 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.” The ADAAA excludes from this definition any animal that is not a dog or miniature horse. This animal would be subject to the restrictions described in the “Service Animal Policy.”
- B. **Assistance Animal:** Assistance Animals are a category of animals that may work, provide assistance, or perform physical tasks, for an individual with a disability and/or provide necessary emotional support to an individual with a mental or psychiatric disability that alleviates one or more identified symptoms of an individual's disability but which are not considered Service Animals under the ADAAA and Daemen University's Service Animal Policy. Some Assistance Animals are professionally trained, but in other cases Assistance Animals provide the necessary support to individuals with disabilities without any formal training or certification. Assistance Animals may also be identified as, but are not limited to, companion animals, therapy animals, or emotional support animals.

The question in determining if an Assistance Animal will be allowed in University housing is whether or not the Assistance Animal is necessary because of the individual's disability to afford the individual an equal opportunity to use and enjoy University housing and its presence in University housing is reasonable. However, even if the individual with a disability establishes necessity for an Assistance Animal and it is allowed in University housing, an Assistance Animal is *not* permitted in other areas of the University (e.g. dining hall, library, academic buildings, athletic facilities, classrooms, labs, etc.)

- C. **Pet:** A pet is an animal that is kept for ordinary use and companionship. It is not a Service or Assistance Animal. Students are not permitted to have pets on Campus, with the exception of fish in tanks that are five gallons or smaller.
- D. **Owner:** The “Owner” is the individual who has requested the accommodation and has received approval to bring an Assistance Animal into University housing.
- E. **Accessibility Services Office:** The Accessibility Services Office collaborates with individuals, faculty and staff to ensure that individuals with disabilities have equal access to all Daemen University programs and activities.

II. Procedures for Requesting Assistance Animals on Campus

The procedure for requesting Assistance Animals follows the general procedures set forth in the Residence Life Accommodations Application and the requirements set forth below. The University cannot guarantee that the accommodation can be made if the request is not received by the deadline set forth in the application.

III. Criteria for Approving the Presence of the Assistance Animal

- A. University Housing is unique for several reasons, including the mandatory assignment of roommates for many individuals and the mandate that individuals must share a room or suite in certain residence halls. To ensure that the presence of assistance animals is not an undue administrative burden or fundamental alteration of University housing, Daemen reserves the right to assign an individual with an assistance animal to a single room without a roommate.
- B. All requests for assistance animals, Accessibility Services shall nonetheless consult with Housing and Residence Life in making a determination on a case-by-case basis of whether the presence of an assistance animal is reasonable. A request for an assistance animal may be denied as unreasonable if the presence of the animal:(1) imposes an undue financial and/or administrative burden; (2) fundamentally alters University housing policies; and/or (3) poses a direct threat to the health and safety of others or would cause substantial property damage to the property of others, including University property.
- C. Daemen University may consider the following factors, among others, as evidence in determining whether the presence of the animal is reasonable or in the making of housing assignments for individuals with Assistance Animals:
 - 1. The size of the animal is too large for available assigned housing space;
 - 2. The animal’s presence would force another individual from individual housing (e.g., serious allergies);
 - 3. The animal’s presence otherwise violates individuals’ right to peace and quiet enjoyment;
 - 4. The animal is not housebroken or is unable to live with others in a reasonable manner;
 - 5. The animal’s vaccinations are not up-to-date;

6. The animal poses or has posed in the past a direct threat to the individual or others such as aggressive behavior towards or injuring the individual or others;
7. The animal causes or has caused excessive damage to housing beyond reasonable wear and tear.

Daemen University will not limit room assignments for individuals with Assistance Animals to any particular building or buildings

IV. Access to University Facilities by Assistance Animals

A. Assistance Animals

An Assistance Animal must be contained within the privately assigned individual living accommodations (e.g. room, suite, apartment) except to the extent the individual is taking the animal out for natural relief. When an Assistance Animal is outside the private individual living accommodations, it must be in an animal carrier or controlled by a leash or harness. Assistance Animals are not allowed in any University facilities other than University residence halls (e.g. residence halls, suites, apartments, including our partner sites) to which the individual is assigned.

B. Dominion and Control

1. Notwithstanding the restrictions set forth herein, the Assistance Animal must be properly housed and restrained or otherwise under the dominion and control of the Owner at all times. No Owner shall permit the animal to go loose or run at large. If an animal is found running at large, the animal is subject to capture and confinement and immediate removal from University housing.
2. The animal's behavior must not be disruptive to other members of the University's community. Disruptive behavior includes, but is not limited to, any act of aggression towards others (e.g., jumping on people, barking, growling, etc.) or taking personal belongings of others.

V. Individual's Responsibilities for Assistance Animals

If the University grants an individual's request to live with an Assistance Animal, the individual is solely responsible for the custody and care of the Assistance Animal and must meet the following requirements:

A. General Responsibilities

1. The Owner must abide by current city, county, and state ordinances, laws, and/or regulations pertaining to licensing, vaccination, and other requirements for animals. It is the individual's responsibility to know and understand these ordinances, laws, and regulations. The University has the right to require documentation of compliance with such ordinances, laws, and/or regulations, which may include a vaccination certificate. The University reserves the right to request documentation showing that the animal has been licensed.
2. The Owner is required to clean up after and properly dispose of the animal's waste in a safe and sanitary manner and, when provided, must use

animal relief areas designated by Daemen University.

3. The Owner is required to ensure the animal is well cared for at all times. Any evidence of mistreatment or abuse may result in immediate removal of the Assistance Animal and/or discipline for the individual.
4. Daemen will not ask for or require an individual with a disability to pay a fee or surcharge for an approved Assistance Animal.
5. An individual with a disability may be charged for any damage caused by their Assistance Animal beyond reasonable wear and tear to the same extent that it charges other individuals for damages beyond reasonable wear and tear. The Owner's living accommodations may be inspected for fleas, ticks or other pests if necessary as part of the University's standard or routine inspections. If fleas, ticks or other pests are detected through inspection, the residence will be treated using approved fumigation methods by a college-approved pest control service. The Owner will be billed for the expense of any pest treatment above and beyond standard pest management in the residence halls. The University shall have the right to bill the individual's account for unmet obligations under this provision.
6. The Owner must fully cooperate with University personnel with regard to meeting the terms of this Policy and developing procedures for care of the animal (e.g., cleaning the animal, feeding/watering the animal, designating an outdoor relief area, disposing of feces, etc.).
7. Assistance Animals may not be left overnight in University housing to be cared for by any individual other than the Owner. If the Owner is to be absent from his/her residence hall overnight or longer, the animal must accompany the Owner. The Owner is responsible for ensuring that the Assistance Animal is contained, as appropriate, when it is not accompanying the Owner.
8. The Owner agrees to abide by all equally applicable University policies that are unrelated to the individual's disability such as assuring that the animal does not unduly interfere with the routine activities of the University's campus or residence halls, or cause difficulties for individuals who reside there.
9. The animal is allowed in university housing only as long as it is necessary because of the Owner's disability. The Owner must notify the Accessibility Services Office in writing if the Assistance Animal is no longer needed or is no longer in residence. To replace an Assistance Animal, the new animal must be necessary because of the Owner's disability and the Owner must follow the procedures in this Policy and the Residence Life Accommodations Application when requesting a different animal.
10. Daemen University personnel shall **not** be required to provide care or food for any Assistance Animal including, but not limited to, removing the animal during emergency evacuation for events such as a fire alarm. Emergency personnel will determine whether to remove the animal and may not be held responsible for the care, damage to, or loss of the animal.
11. The individual must provide written consent for Accessibility Services to disclose information regarding the request for and presence of the Assistance Animal to those individuals who may be impacted by the presence of the animal including, but not limited to, Residence Life personnel and potential and/or actual roommate(s)/neighbor(s),

maintenance personnel, Campus Safety, etc. Such information shall be limited to information related to the animal and shall not include information related to the individual's disability.

VI. Removal of Assistance Animal

The University may require the individual to remove the animal from the University if:

1. The animal poses a direct threat to the health or safety of others or causes substantial property damage to the property of others;
2. The animal's presence results in a fundamental alteration of a University program;
3. The Owner does not comply with the Owner's responsibilities set forth above; or
4. The animal or its presence creates an unmanageable disturbance or interference with the college community.

The University will base such determinations upon the consideration of the behavior of the particular animal at issue, and not on speculation or fear about the harm or damages an animal may cause. Any removal of the animal will be done in consultation with the Director of Accessibility Services and may appeal to Daemen University's Section 504/ADA Compliance Officer following the University's Grievance Procedure set forth in the student handbook.

Should the Assistance Animal be removed from the premises for any reason, the Owner is expected to fulfill his/her housing obligations for the remainder of the housing contract.

VII. Non-retaliation Provision

Daemen University will not retaliate against any person because that individual has requested or received a reasonable accommodation, including a request for an Assistance Animal.

By my signature below, I verify that I have read, understand and will abide by the requirements outlined here and I agree to provide the additional information required to complete my Request for a Reasonable Accommodation under the University's Assistance Animal Policy.