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I. OVERVIEW

In accordance with Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990 and other applicable federal and state law, the College may be required to accommodate an otherwise qualified individual with a disability by making a reasonable modification in its services, programs, or activities. This Policy addresses the use of Service Animals and other animals on campus.

II. DEFINITIONS

- **Service Animal** - An animal 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 work or tasks performed by a Service Animal must be directly related to the handler'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 nonviolent 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. Service Animals may or may not have been licensed by a state or local government or a private agency. Service Animals are limited to service dogs and, in some cases, miniature horses.

- **Emotional Support Animal** - An animal selected or prescribed to an individual with a disability by a healthcare or mental health professional to play a significant part in a person's treatment process (e.g., in alleviating the symptoms of that individual's disability). An emotional support animal does not assist a person with a disability with activities of daily living and does not accompany a person with a disability at all times. An emotional support animal is not a Service Animal.

- **Non-Service Animal Pets** - Any animal that is not a Service Animal.

III. NON-SERVICE ANIMALS PROHIBITED

Non-service animals are not permitted on campus and may not be left in vehicles on College property. While Emotional Support Animals are protected under the Fair Housing Act, the College does not offer or provide student housing. Any protections relating to Emotional Support Animals are therefore inapplicable to the College.

Notwithstanding this section, there are occasions when a student or employee may need to bring an animal onto campus for the purpose of meeting an educational objective. The respective course instructor whose class or activity will require an animal to be on campus for an educational objective should request permission from his or her respective academic Dean prior to the animal being allowed onto campus. Subject to the rules set forth in Section IV below, Service Animals are permitted in any area of campus where employees or students are permitted, with a few exceptions for health and safety reasons.

IV. EXCEPTIONS TO NON-SERVICE ANIMAL PROHIBITION

Domesticated Non-Service Animal Pets are allowable in certain green spaces when the College is operating the green space as a park for the public good. Individuals in these spaces with domesticated non-service animal pets are not subject to the prohibitions contained in this Policy so long as they remain in the specified green spaces.

V. PROCEDURES REGARDING SERVICE ANIMALS

A. Responsibilities of the Service/Emotional Support Animal Owner/Handler

i. Registration

Students and employees are not required to register Service Animals. However, they are strongly encouraged to notify the Coordinator of Student Accessibility Services, if a student, or the Director of Human Resources, if an employee, if they intend to use a Service Animal on campus

so that appropriate College officials are aware of the animal's presence and to assist with the Service Animal's access to areas within the College's campus. Logistical or physical accommodations within campus buildings or classrooms may be necessary to ensure that a Service Animal has the space necessary to assist its handler. In addition, there are other disability related academic accommodations a student handler may be eligible to request to ensure full access to the learning experience. Visitors with Services Animals are not required to register their animals.

ii. Care and Supervision

The care and supervision of a Service Animal is the responsibility of the animal's owner or handler. The handler must ensure the animal is in good health and has been inoculated and licensed in accordance with local regulations, with the burden of proving licensure and inoculation on the person with a disability. Dogs must wear a rabies tag at all times.

The Service Animal must be under the control of the handler at all times and may not be left alone. A Service Animal must be restrained by a leash that does not exceed six (6) feet in length or by other appropriate devices. In situations where a leash or other appropriate device interferes with a Service Animal's ability to perform its task or service, the Service Animal must remain under the control of the handler at all times.

The owner and handler of the Service Animal is responsible for any damage of personal or college property or any injuries to an individual caused by the Service Animal.

The handler must ensure the animal is "housebroken" and trained. The handler must clean up and remove all animal waste created by the animal both inside campus buildings and on outdoor campus property.

The Service Animal may not disrupt the operation of the College or any class. Disruptions include but are not limited to barking, growling, pacing, constant motion, foul odor, pawing or sniffing of others. It is the assumption of the college that all Service Animals on campus are "working" animals and therefore should not be treated as pets. There should be no petting by others and no handling of Service Animals by others.

iii. Service Animals Left in Vehicle

The College understands that situations may arise where an individual requires a Service Animal, but that the Service Animal is a) not required for the individual to access the College's programs and b) the Service Animal may be prohibited from the space the individual intends to access or utilize. Individuals facing this situation may wish to leave the Service Animal in his or her vehicle, as the Service Animal may be required by the individual after leaving campus. In such instances, a) the health, welfare, and safety of the Service Animal shall be the sole responsibility of the owner or handler, and b) the College may contact appropriate authorities if it believes that the health, welfare, or safety of the Service Animal is at risk.

B. Responsibilities of the College Community

If the need for a Service Animal is obvious, College officials may not question the presence of the animal on campus. If the need for a Service Animal is not obvious, College officials are permitted to ask the handler two questions:

1. Is the animal required because of a disability?
2. What work or task(s) has the animal been individually trained to perform?

At no time may a College official require a Service Animal to demonstrate the tasks for which they have been trained nor may they inquire as to the nature of the individual's disability.

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 Animal, a request for accommodation should be made by the individual to the Director of Human Resources, if an employee, or the Coordinator for Accessibility Services, if a student. All facts surrounding the concern will be considered in an effort to resolve the concern and provide reasonable accommodation for both individuals.

VI. LIMITED ACCOMMODATIONS FOR EMOTIONAL SUPPORT ANIMALS

Students and employees may request, as a reasonable accommodation for a disability, the need to have an Emotional Support Animal on campus. The determination of whether a student or employee with a disability is allowed to have an Emotional Support Animal on campus shall be made on a case-by-case basis. The College is not required to grant reasonable accommodations that would result in a fundamental alteration of a program, create an unsafe environment or would constitute an undue burden. Any requests for a reasonable accommodation allowing for an Emotional Support Animal shall be directed to the Coordinator for Accessibility Services, if a student, or the Director of Human Resources, for an employee.

In determining a request for accommodations for an Emotional Support Animal, the following will be considered:

1. Does the person have a disability, or a physical or mental impairment that substantially limits one or more major life activities?
2. Does the Emotional Support Animal perform tasks or services for the benefit of the person or provide emotional support that alleviates one or more of the identified symptoms or effects of the person's existing disability?
3. Is the request an undue burden on the College, does the request create an unsafe environment, or does it fundamentally alter a College program?

Emotional Support Animals that are granted as an accommodation shall be subject to all the provisions of this Policy as if the Emotional Support Animal were instead a Service Animal.

VII. SERVICE ANIMALS PROHIBITED FROM CERTAIN AREAS

Due to health and safety reasons, Service Animals are prohibited from certain areas, including but not limited to:

- Culinary program areas, due to required sanitation rules,
- Human health sciences program areas, due to required sanitation rules, and
- Veterinary health sciences program areas, due to animal colony isolation requirements.

Areas that the general public would have access to when accompanying an individual seeking to participate or interact with the programs listed above shall not be considered prohibited areas under this section. Prohibited areas must be areas where only authorized personnel and patients or clients, not the guests of patients, are allowed to access.

The College's third-party partners may have their own standards and requirements for Service Animals. It is the responsibility of the owner or handler to follow the policies and procedures of a third-party partner regarding the presence of a Service Animal at the third-party partner's site. The College shall not be responsible for the conduct, acts, or omissions of its third-party partners regarding Service Animals.

VIII. REMOVAL OF SERVICE ANIMALS

The College has the authority to remove a Service Animal from its facilities or properties if the Service Animal becomes unruly or disruptive, unclean, 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. All cases for removal shall be decided on a case-by-case basis based on that specific situation. In appropriate situations, the College will use a progressive model beginning with a warning for a first offense and removal, either temporary or permanent, for additional offenses. However, dependent on the severity of the situation, the first offense may immediately result in a temporary or permanent removal.

IX. PENALTY FOR MISREPRESENTATION OF ANIMAL AS SERVICE ANIMAL

Pursuant to N.C.G.S. § 168-4.5, it is a Class 3 misdemeanor "to disguise an animal as a service animal or service animal in training." Individuals reasonably suspected of obtaining access for an animal under the false presence that it is a Service Animal shall be reported to law enforcement and are subject to disciplinary action under the College's policies.

REFERENCES

Statutory References	42 U.S.C. 12101 et seq. (The Americans with Disabilities Act of 1990), 29 U.S.C. 794 et seq. (Section 504 of the Rehabilitation Act of 1973), 42 USC 3601 et seq. (The Fair Housing Act)
Regulatory References	None
Relevant Guidance	None

Policy Manual Cross-References	Duplicate: ● Policy 3.4.9 - Service Animals and Other Animals on Campus ● Policy 5.4.5 - Service Animals and Other Animals on Campus

POLICY HISTORY

January 1, 2025	Adopted as Policy 3.4.9 / 5.4.5 - Service Animals and Other Animals on Campus.
February 10, 2026	Revised as Policy 2.2.9 - Service Animals and Other Animals on Campus; superseded policies remain as duplicates and are revised based on new streamlined approach for handling duplicate policies. Policy was expanded to better address emotional support animals, explain responsibilities of owners of service animals, clarify limits of College inquiry regarding service animals, and expressly state spaces where service animals are prohibited including rationales for said prohibition.