



Purpose

It is the policy of Minnesota North College to establish regulations for authorized animals on campus that provide a safe environment for all students, employees, visitors and guests. Minnesota North College recognizes and supports the assistance a trained service animal can provide a student, employee, visitor, or guest with a disability. As of March 15, 2011, only dogs are recognized as service animals under titles II and III of the American with Disabilities Act (ADA).

Policy

Minnesota North College shall provide a safe environment for all students, employees, visitors and guests by establishing and enforcing regulations for animals on campus. With the exception of those animals specifically exempted and defined by this document and the MNC Emotional Support Animal (ESA) agreement, animals are not allowed in college buildings or state vehicles. This policy and any related procedures apply to all buildings and all members of the campus community, as well as all individuals using campus buildings, including off-campus and leased properties

Exemption Definitions

Subpart A. Service Animals: 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, pulling a wheelchair, assisting an individual during a seizure, 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 disabilities by preventing or interrupting impulsive or destructive behaviors. The provision of emotional support, well-being, comfort, or companionship does not constitute work or tasks for the purposes of this definition.

According to the Americans with Disabilities Act (ADA), Service animals are defined as dogs that are individually trained to do work or perform tasks for people with disabilities. Examples of such work or tasks include guiding people who are blind, alerting people who are deaf, pulling a wheelchair, alerting and protecting a person who is having a seizure, reminding a person with mental illness to take prescribed medications, calming a person with Post Traumatic Stress Disorder (PTSD) during an anxiety attack, or performing other duties. Service animals are working animals, not pets. The work or task a dog has been trained to provide must be directly related to the person's disability. Dogs whose sole function is to provide comfort or emotional support do not qualify as service animals under the ADA.

Subpart B. Animals for Educational Purposes: Animals and animal cadavers utilized for teaching and learning or for special events and instructional demonstrations. Written pre-approval is required from lead campus Administrator.

Subpart C: On-duty Police dogs: Police dogs are allowed on campus.

Responsibility

The College is NOT responsible for the care or supervision of a service animal. Under the ADA, service animals must be harnessed, or tethered, unless these devices interfere with the service animal's work or the individual's disability prevents using these devices. In that case, the individual must maintain control of the animal through voice, or other effective controls. All service animals must be housebroken. If college personnel discover an animal not under control, they may call the police.

Enforcement

If an employee is found in violation of this policy, discipline action may be taken.

If a student is found in violation of this policy, they will be in violation of the student code of conduct.

When it is not obvious what service an animal provides, only limited inquiries are allowed. Staff may ask two questions: (1) is the dog a service animal required because of a disability, and (2) what work or task has the dog been trained to perform. Staff cannot ask about the person's disability, require medical documentation, require a special identification card, or training documentation for the dog, or ask that the dog demonstrate its ability to perform the work or task. Individuals are encouraged to have the service function displayed on the dog's service vest/patch.

Author: Vice President of Human Resources

Date of Implementation: April 2021

Date of last review and update: 7/25/22; 1/5/24

REF: US Department of Justice
Civil Rights Division
Disability Rights Section