



College of The Albemarle Policy

Policy Number: 2.2.9

Pages: 1 of 5

Title: Service Animals and Other Animals on Campus

Related Policy and Procedures: 3.4.9 Service Animals and Other Animals on Campus; 5.4.5 Service Animals and Other Animals on Campus

Division of Responsibility: Student Success and Enrollment Management; Human Resources; Operations

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 by qualified individuals with disabilities or individuals authorized to provide training.

II. DEFINITIONS

- A. **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".
- B. **Law Enforcement Animal** – An animal that is trained and may be used to assist a law enforcement officer in the performance of the officer's official duties.
- C. **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. A miniature horse may range in height from 24 to 34 inches measured to the shoulder, and generally weigh between 70 and 100



College of The Albemarle Policy

Policy Number: 2.2.9

Pages: 2 of 5

pounds. College facilities must be able to accommodate the horse's type, size, and weight; and, the horse's presence must not compromise legitimate safety requirements necessary for the safe operation of facilities.

- D. **Pets** - Any animal that is not an Emotional Support or a Service Animal.

III. ANIMALS ON CAMPUS

Pets may be permitted in designated spaces on campus but may not be left in vehicles on College property. There are occasions when a student or employee may need to bring an animal onto campus for the purpose of meeting an educational objective. Such requests should be made to the appropriate academic dean prior to the animal being allowed onto campus. Subject to the rules set forth in section IV and V below, Emotional Support Animals and Service Animals are permitted in any area of campus where employees or students are permitted, with a few exceptions for health and safety reasons.

A Service Animal is permitted to accompany the Partner anywhere the Partner goes on campus with the following exception: Any room, studio, or classroom, with sharp metal cuttings or glass shards on the floor; hot materials such as molten metal; excessive dust; or moving machinery may pose a danger to the service animal.

IV. RESPONSIBILITIES REGARDING SERVICE ANIMALS

A. Responsibilities of the Service Animal Owner/Handler

1. Registration

a. Service Animals

Students and employees are not required to register Service Animals. However, they are encouraged to notify the Division of Student Success and Enrollment Management (students) or the Office of Human Resources (employees) 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. Visitors with Services Animals are not required to register their animals.

When a person with a service animal must be in one of the areas listed in Section III above as a course requirement or condition of employment, alternative arrangements will be considered for providing access; or the Partner may sign a waiver confirming their understanding of the potential danger. Reasonable accommodations will be provided to ensure equal access to all College programs, activities and employment. Partners who



College of The Albemarle Policy

Policy Number: 2.2.9

Pages: 3 of 5

need access to areas listed as exceptions must contact the Accessibility Services Coordinator (students) or the Office of Human Resources (employees).

b. Emotional Support Animals

After the College has made a determination that an Emotional Support Animal is allowed on campus (see Section B.2), the student or employee must register the animal with the Division of Student Success and Enrollment Management (students) or the Office of Human Resources (employees).

2. Care and Supervision

- a. The care and supervision of a Service/Emotional Support Animal is the responsibility of the animal's owner and/or handler. The handler must ensure the animal is in good health and has up to date vaccinations and is licensed in accordance with local regulations with the burden of proving licensure and vaccinations on the person with a disability. In accordance with N.C.G.S. § 130A-190(a), all dogs, cats, and ferrets must wear a rabies tag at all times. The coordinator of accessibility services or Office of Human Resources, or designee, will review the expectations of this policy with the handler and/or owner at the time of registration.
- b. The Service/Emotional Support Animal must be under the control of the owner and/or handler at all times and may not be left alone. A Service/Emotional Support Animal must be restrained by a leash or other appropriate device that does not exceed six (6) feet in length. In situations where a leash or other device interferes with a Service Animal's ability to perform its task or service, the Service Animal must remain under the control of the owner and/or handler at all times.
- c. The owner and/or handler of the Service/Emotional Support Animal is responsible for any damage to personal property or any injuries to an individual caused by the Service /Emotional Support Animal.
- d. The owner and/or handler must ensure the animal is "housebroken" and trained and must clean up and dispose of all animal waste created by the animal.
- e. The Service/Emotional Support Animal may not disrupt the operations of the College or any class.



College of The Albemarle Policy

Policy Number: 2.2.9

Pages: 4 of 5

B. Responsibilities of the College Community

1. Service Animals

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:

- a. Is the animal required because of a disability?
- b. 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 Americans with Disabilities Act that includes an allergic reaction to animals and comes into contact with a Service Animal, that individual should submit a request for reasonable accommodation to the Office of Human Resources (for employees) or to the Division of Student Success and Enrollment Management (for students). The College will consider all relevant facts and circumstances in an effort to resolve the concern and provide reasonable accommodations for both individuals.

2. Emotional Support Animals

The determination of whether a student or employee with a disability may have an Emotional Support Animal on campus shall be made on a case-by-case basis. Students and employees may request, as a reasonable accommodation for a disability, the need to have an Emotional Support Animal on campus. The College is not required to grant reasonable accommodations that would result in a fundamental alteration of a program or would constitute an undue burden. Any requests for reasonable accommodation for an Emotional Support Animal shall be directed to the coordinator of accessibility services (students) or the Office of Human Resources (employees).

In determining a request for accommodation for an Emotional Support Animal, the consideration is: 1) does the person have a disability (i.e., 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 of more of the identified



College of The Albemarle Policy

Policy Number: 2.2.9

Pages: 5 of 5

symptoms or effects of the person's existing disability; and 3) is the request an undue burden on the College or does it fundamentally alter a College program.

C. Removal of Service/Emotional Support Animals

The College has the authority to remove a Service/Emotional Support Animal from its facilities or properties if the Service/Emotional Support Animal becomes unruly or disruptive, unclean and/or unhealthy, and 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.

It is a Class 3 misdemeanor "to disguise an animal as a service animal or service animal in training". N.C.G.S. § 168-4.5. In other words, it is a crime under North Carolina law to attempt to obtain access for an animal under the false pretense that it is a Service Animal.

Additionally, any employee or student who violates any portion of this policy is subject to disciplinary action.

Legal Reference: Americans with Disabilities Act of 1990; Section 504 of the Rehabilitation Act of 1973, N.C.G.S. § 130A-190(a) N.C.G.S. § 168-4.5

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