

Fontbonne University

2.1.6 Policy and Procedures for Service Animals

2.1.6.1 RATIONALE

Fontbonne University (the University) complies with Section 504 of the Rehabilitation Act of 1973 (Section 504), the Americans with Disabilities Act of 1990 (ADA) and Americans with Disabilities Act Amendments Act of 2008 (ADAAA), and other applicable state and local laws. Section 504, the ADA, and the ADAAA requires Fontbonne to make reasonable modifications to its policies, practices, or procedures to permit the use of a service animal by a student, faculty, staff, or visitor with a disability.

2.1.6.2 DEFINITIONS

The ADA defines a Service Animal as “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.” Importantly, other species of animals, whether wild or domestic, trained or untrained, are not Service Animals for the purposes of ADA. However, under certain conditions, Fontbonne will make reasonable modifications for a miniature horse that has been individually trained to do work or perform tasks for the benefit of the individual with a disability.

When assessing whether a dog is a Service Animal individually trained to do work or perform tasks for the benefit of an individual with a disability, the dog must be trained to do work or perform tasks that are directly related to the individual’s disability. Examples of work or tasks include, but are not limited to, the following:

- 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;
- reminding an individual with depression to take his or her medication;
- pulling a wheelchair;
- detecting the onset of a seizure and then helping the individual to remain safe during a seizure;
- alerting an individual to the presence of allergens;
- alerting an individual with diabetes when his or her blood sugar reaches high or low levels;
- retrieving items such as medicine or the telephone;
- providing physical support and assistance with balance and stability to individuals with mobility disabilities
- assisting persons with psychiatric and neurological disabilities by preventing or interrupting impulsive or destructive behaviors.

Emotional support, therapy, comfort, and companion animals are not considered Service Animals because they have not been trained to perform a specific job or task.

2.1.6.3 DETAILED POLICY STATEMENT

2.1.6.3.1 VERIFICATION OF SERVICE ANIMALS

Fontbonne will not ask about the nature or extent of an individual's disability. However, when it is not readily apparent that the dog identified by the individual with a disability is a Service Animal, the Kinkel Center may ask the individual (1) whether the dog is required because of a disability and (2) what work or task the dog has been trained to perform.

Students, faculty, staff, and visitors with a disability are not required to register a Service Animal with the Kinkel Center as a precondition to the University allowing the Service Animal on campus or allowing the Service Animal to attend a University program or activity.

2.1.6.3.2 CARE AND SUPERVISION OF SERVICE ANIMALS

The handler is responsible for the care and supervision of a Service Animal. The handler may be the individual with a disability or a third party who accompanies the individual with a disability. The Service Animal must be under the control of the handler at all times and must have a harness, leash, or other tether. If the use of a harness, leash, or other tether would interfere with the performance of the work or tasks performed by the Service Animal or is impractical because of an individual's disability, a harness, leash, or other tether may not be required. However, in that case, the individual must be able to control the Service Animal by other effective means, such as voice controls or signals.

A Service Animal is generally permitted to accompany the individual with a disability to Fontbonne facilities where members of the public, students, staff, and faculty are allowed to go. However, Fontbonne may ask the handler to remove a Service Animal from any of its facilities if the Service Animal is out of control and the handler does not take effective action to control it. For example, a Service Animal should not be allowed to bark repeatedly in a lecture hall, theater, library or other quiet place. However, if the dog barks just once, or barks because someone has provoked it, this would not mean that the dog is out of control. The University may also ask the handler to remove a Service Animal from any of its facilities if the Service Animal is not housebroken, or if the use or presence of the Service Animal poses a direct threat to the health or safety of others, or if the Service Animal has a history of such behavior.

Fontbonne may impose legitimate safety requirements on the use or presence of a Service Animal that are necessary for safe operation of its facilities. There are some facilities that are not safe for use or presence of Service Animals and from which Fontbonne may exclude Service Animals on a case-by-case basis based on actual risks.

The individual with a disability must abide by current city, county, and state ordinances/laws/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 handler is responsible for cleaning up after and properly disposing of the animal's feces in a safe and sanitary manner.

2.1.6.3.3 Requesting a Reasonable Accommodation

Students, faculty, staff, or visitors wishing to use a Service Animal on campus should contact the Kinkel Center for Student Success, Undergraduate Advising and Engagement at 314-889-4682. The Kinkel Center will consult and collaborate with Human Resources for cases involving faculty, staff, or visitors.

policy effective September 9, 2019