

ROGER WILLIAMS UNIVERSITY

PETS ON CAMPUS POLICY

Purpose

To provide guidance on where, and under what circumstances and conditions, pets are allowed at Roger Williams University (“University”).

Definition

For purposes of this policy, a “pet” is an animal that is not (1) a service animal as defined under the Americans with Disabilities Act, (2) a University-approved emotional support animal, or (3) a University-approved research animal.

Applicability

This policy applies to all University employees, students and visitors.

Pet Policy Statement

Pets may pose a real or perceived threat to members of the University community and may disrupt University activities. Accordingly, in order to promote a safe and healthy campus environment and protect University assets, pets visiting campus grounds must be leashed and under full control of their owners at all times, and pets may not be left unattended (e.g., in offices, vehicles or otherwise) or tied to any objects (e.g., structures, bike racks or trees). Pet owners must clean up after their pets, and pet owners are personally and financially responsible for all property damage or injury caused by their pets.

Pets are not allowed in any University buildings, except for dogs who meet the requirements of the Dogs in the Workplace Pilot Program as set forth below.

The University, in its sole discretion, reserves the right to prohibit any pet from the University campus at any time.

Dogs in the Workplace Pilot Program

University employees may bring their pet dogs to work in accordance with the requirements of the following Dogs in the Workplace Pilot Program (the “Pilot Program”). The Pilot Program will be in effect for the 2019-2020 Academic Year; however, the University reserves the right to end or extend the Pilot Program at any time.

1. Permitted Locations

Employees who work in private offices or shared workspace may bring dogs to work in accordance with the Pilot Program.

2. Prohibited Locations

Dogs are not allowed in classrooms and laboratories; One Empire; residence halls; all dining halls and food preparation areas; Health Services, outdoor Athletics bleacher seating, indoor Athletics facilities, including training rooms; bathrooms; facilities or trades work areas; rooftops; construction areas; University vehicles, vessels or other motorized equipment; or storage areas.

3. Dog Prerequisites

To participate in the Pilot Program, dogs must be:

- 12 months of age or older
- Current on vaccines, including DAPP and Rabies, at all times
- Parasite-free (e.g., fleas and ticks)
- Spayed or neutered
- Not sick or injured
- Licensed in employee's town of residence and wearing current identification tags

4. Permission to Participate in Pilot Program

Employees must receive advance written permission from their supervisor prior to registering for the Pilot Program. In evaluating such requests, supervisors will consider all of their employees' needs, understanding that certain individuals may have allergies or fear of dogs, among other concerns. For employees who work in shared workspace, permission will not be granted unless every other employee in the shared workspace agrees to the presence of the dog. Supervisors, in their discretion, may limit the number of, frequency of and/or hours that dogs are present in an office or shared workspace and may revoke or limit permission if students, visitors or others raise any concerns about the presence of dogs.

5. Pilot Program Registration

To register a dog for the Pilot Program, authorized employees must provide to the Department of Environmental Health & Safety (EH&S) the following information:

- Dog's current vaccination record
- Evidence of dog's licensure in employee's town of residence
- Evidence of insurance demonstrating that dog is covered under owner's homeowner's/renter's insurance, which insurance must cover injury or damage caused by the dog and have no breed exclusions
- Waiver of liability in favor of the University for any injury or damage caused by or to dog while on University premises

An employee may not participate in the Pilot Program unless and until the above information has been provided to the Department of Environmental Health & Safety.

6. Conduct Requirements for Dogs in the Workplace Pilot Program

- Employees must post a sign on the office or shared workspace door when a dog is present.
- Employees must monitor their dog's behavior at all times and be considerate of others. Excessive noise, barking, or other disruptive behavior are not permitted and may result in termination of a dog's participation in the Pilot Program.
- Employees are personally and financially responsible for any property damage and costs (including cleaning fees), injuries or illnesses caused by their dogs.
- Employees must ensure that their dogs relieve themselves outside, clean up after their dogs and dispose of their dog's waste properly. In the event of an indoor accident, employees are responsible for addressing the accident in a timely fashion and properly cleaning the area. Employees will be charged a cleaning fee if the Department of Facilities is required to assist in cleaning the area. Repeated indoor accidents may result in termination of a dog's participation in the Pilot Program.
- Employees must keep dogs on leashes at all times when they are not in the office or shared workspace. For example, when traveling through common areas, such as hallways and elevators, dogs must be leashed and under control.
- Prior to any meeting with students, co-workers, visitors and/or vendors in an office or workspace where a dog is present, employees must provide notice to the meeting attendees and make alternate meeting arrangements if any individual prefers, for any reason or no reason, not to attend a meeting in the presence of a dog.

7. University Discretion and Enforcement

If it is determined that a dog participating in the Pilot Program is impeding the educational or administrative process, such as disrupting interaction between students, faculty and staff or otherwise impacting the work environment or causing health or safety issues, the University may terminate a dog's participation in the Pilot Program.

Any violation of the requirements of the Pilot Program may be a basis for terminating participation. Repeated failure to follow the Conduct Requirements set forth above may result in additional sanctions.

Policy Inquiries

Questions about this Pet Policy, the Dogs in the Workplace Pilot Program or their application should be directed to the Department of Environmental Health & Safety at 401-254-3494, or extension 3494.

Emergencies

Any pet incident that involves physical harm must be reported immediately to the Department of Public Safety at 401-254-3333, or extension 3333.

Revised by the Office of the President, October 2019.