

# PETS IN THE WORKPLACE

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## Purpose

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To protect the health and safety of UNMC's employees, students and staff and for the protection of research assets.

## Scope

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This policy is applicable to all UNMC faculty, staff and students.

## Basis of the Policy

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To comply with health standards and provisions of the American with Disabilities Act.

## Authorities and Administration

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The Associate Vice Chancellor, Business and Finance, Safety Leadership Team and the Safety Manager are responsible for the administration of this policy at the campus level.

Business unit management is responsible for policy adherence within their departments.

## Policy

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Employees, students, faculty, staff, volunteers and visitors are not allowed to bring pets to the workplace or inside any building where UNMC provides functions or services. Those failing to follow the policy shall be subject to appropriate disciplinary action (Reference UNMC Policy No. 1098, Corrective and Disciplinary Action ([https://wiki.unmc.edu/index.php/Corrective/Disciplinary\\_Action/](https://wiki.unmc.edu/index.php/Corrective/Disciplinary_Action/))).

## Exceptions

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The use of animals that are a part of the pet therapy program used in designated areas in the hospital and are officially registered and certified with a therapy dog program approved by The Nebraska Medical Center.

The use of pet therapy animals that are a part of the pet therapy program used in designated areas on campus to reduce stress and anxiety incurred by students. These animals are officially registered and certified with a therapy dog program and follow the procedures outlined in the UNMC Pet Therapy Procedure ([https://www.unmc.edu/ehs/safety/unmc\\_pet\\_therapy\\_safety\\_procedures.pdf](https://www.unmc.edu/ehs/safety/unmc_pet_therapy_safety_procedures.pdf)).

Service animals for use by employees are limited to dogs. The use of other types of service animals in non-public areas must be approved by Assistant Vice Chancellor for Human Resources.

Service animals are allowed in public areas. Service animals are utilized to accommodate persons with special needs. For the purposes of this policy, a service animal is defined as any animal individually trained to

do work or perform tasks for the benefit of a person with a disability. Such tasks can include guiding a person with impaired vision, alerting a person with impaired hearing to the presence of people or sounds, pulling a wheelchair, etc. The term service animal does not apply to personal pets.

Animals used in the Child Development Center subject to approval of the coordinator.

## Additional Information

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- Contact Safety Management, 402-559-7315
- UNMC Policy No. 1098, Corrective and Disciplinary Action ([https://wiki.unmc.edu/index.php/Corrective/Disciplinary\\_Action/](https://wiki.unmc.edu/index.php/Corrective/Disciplinary_Action/))
- UNMC Pet Therapy Procedure ([https://www.unmc.edu/ehs/safety/unmc\\_pet\\_therapy\\_safety\\_procedures.pdf](https://www.unmc.edu/ehs/safety/unmc_pet_therapy_safety_procedures.pdf))

Reviewed and approved by UNMC Safety Leadership Team.