

Simon's Rock Policy on Emotional Support Animals in Student Housing

Animals, including pets, are not permitted in Simon's Rock student housing with the exception of service dogs. Simon's Rock is committed to providing reasonable accommodations to qualified students with disabilities who require an Emotional Support Animal (also referred to as an ESA) and may permit these animals to live in a student's personal residence provided that they comply with Simon's Rock policies regarding such animals.

This policy describes the procedure for requesting an Emotional Support Animal to live in the student's residence, the approval process, and the rules and regulations for housing an Emotional Support Animal on campus. Simon's Rock complies with the Fair Housing Act in allowing students the use of Emotional Support Animals that are approved as an accommodation to the residential life program. An animal may be excluded from campus if it causes disruption, threatens the health or safety of others, or otherwise fails to meet the criteria set forth in this policy.

Students seeking to bring an Emotional Support Animal into residential housing must first submit a written request for approval to the Director of Accessibility and Academic Support (from now on referred to as the Director of Accessibility). She will determine, on a case-by-case basis, whether to approve a student's request for an Emotional Support Animal. Students seeking to have an Emotional Support Animal in student housing must submit a request for review each academic year.

A request for an Emotional Support Animal should be submitted directly to the Director of Accessibility, preferably at the same time as the application for student housing. The animal must not be in residence prior to approval by Director of Accessibility and the Director of Residence Life. The approval of a request is animal specific and is not transferable to another animal.

Definitions

Emotional Support Animals (ESA) are animals that provides emotional support which alleviates *or mitigates* one or more identified symptoms or effects of an individual's existing disability. An Emotional Support Animal must be required by an individual with a disability, in their residence, in order to have an equal opportunity to use and enjoy the residence/dwelling.

Dangerous, poisonous, and illegal animals are not permitted as Emotional Support Animals.

Animals whose sole function is to provide comfort or emotional support are Emotional Support Animals, not Service Animals.

Pets are animals kept for ordinary use and companionship. A pet is not considered a Service or an Emotional Support Animal. Individuals are not permitted to keep or bring pets on Simon's Rock property or in student housing.

Approved Emotional Support Animals, as defined by the Fair Housing Act, are animals that have been permitted in designated areas of student housing as a reasonable accommodation under this policy.

Owner/Handler is the resident student who has received written permission from Simons Rock to keep an Approved Emotional Support Animal in student housing under this policy

Application and Approval Process

A student seeking to keep an Emotional Support Animal in student housing must first make a written request (email jaltshuler@simons-rock.edu) to the Director of Accessibility providing or followed by **medical or psychological documentation on the letterhead of a treating physician, psychiatrist, social worker, or other mental health professional, stating a disability as defined by the ADA, and the reason an Emotional Support Animal is necessary. There must be an identifiable and clearly established relationship between the individual's disability and the assistance the animal provides.** The student must have an already established relationship with the Emotional Support Animal.

Any necessary documentation must be dated within the last twelve months. Specific guidelines for health care providers and clinicians can be found on the Simon's Rock Disability Services web-page: simons-rock.edu/academics/academic-advising-and-support/disability-services.php.

After receiving completed documentation for an Emotional Support Animal the Director of Accessibility will arrange to meet with or speak to the requesting student. This policy will be reviewed with the student at that time. At the time of the meeting the student will also sign a release allowing the Director of Accessibility to communicate with the Director of Residence Life and other relevant Campus Life Staff. The Director of Accessibility will make an individualized assessment of each Emotional Support Animal request. Campus Life is responsible for determining on a case by case basis if a proposed animal is appropriate for a specific residential program or setting.

Students should submit a written request at the same time as the application for housing. While applications submitted after the application for housing will be accepted and considered, Simon's Rock cannot guarantee that it will be able to meet late applicants' accommodation requests. *Any approval under this policy is valid for one academic year.*

Notification and Appeal Rights

The Director of Accessibility is responsible for notifying the student if the request for an Emotional Support Animal is approved or not approved. When an ESA is approved the Housing Coordinator will then contact the student in order to discuss housing options. If appropriate housing is available at that time Simon's Rock will notify the Owner/Handler who will be required to sign this policy. Failure or refusal to sign this policy will result in a revocation of the approval.

Once the student has signed the policy, Campus Life staff will make a reasonable effort to notify the other residents in the student housing where the Approved ESA will be located. This notice will be limited to information about the Approved ESA's presence as an accommodation to a student with a disability: **there will be no disclosure of the student's disability.** Other resident students with medical condition(s) who are affected by an Approved ESA (e.g., respiratory diseases, asthma, severe allergies) are asked to contact the Director of Accessibility if they have a health or safety related concern about exposure to an Approved ESA. Such affected students may be eligible for a disability accommodation when

living in proximity to an Approved ESA. Disability Services and Campus Life staff will collaborate, as necessary, to resolve conflicts related to an Approved ESA. Staff will consider the needs and/or accommodations of all resident students involved.

All roommates or suitemates of the Owner/Handler must acknowledge in writing that the Approved ESA will be in residence with them as early as possible in the housing assignment process. In the event that one or more roommates or suitemates do not approve, either the Owner/Handler and the Approved ESA or the non-- approving roommates or suitemates, as determined by the Campus Life staff, may be moved to a different location. Written acknowledgement from a parent is required for roommates or suitemates under age 18.

The requesting student may appeal a denial of a request for an ESA within five business days to the Dean of Student Life. The student must appeal the denial in writing. The decision of the Dean of Student Life is final.

Owner/Handler's Responsibilities for Approved Companion Animals in Student Housing

The Owner/Handler must comply with the following provisions regarding behavior and care of Approved ESAs:

Control: The Owner/Handler is responsible to attend and be in full control of the Approved ESA at all times. The animal must be on a leash, harness, tether, or be transported in an appropriate enclosure whenever it is outside of the residence hall room, where it will be housed.

Room: The emotional support animal must be in an appropriate container/crate if the owner is not in the room when maintenance of other staff need to enter.

Care: The owner/handler is responsible for complying with local and state licensing laws including wearing a rabies vaccination tag if appropriate.

The owner is responsible for not leaving the emotional support animal unattended for an unreasonable length of time, including but not limited to overnight.

Vaccination: In accordance with local ordinances and regulations, the Approved ESA must receive all required and/or recommended immunizations against diseases. Simon's Rock may request an updated verification regarding an Approved ESA's vaccinations at any time during the animal's residency.

Health: Approved ESAs must be in good health as documented annually by a licensed veterinarian. Simon's Rock has authority to direct that the Approved ESA receive veterinary attention in appropriate circumstances.

Cleanliness: It is the Owner's responsibility to remove and properly dispose of the Approved ESA's waste (e.g. urine, excrement, fur, cage shavings, etc.), which must be placed in a sturdy plastic bag before disposal. An Approved ESA must be clean and well groomed, and measures should be taken at all times for flea and odor control. The Owner will be held responsible for

any room damages, including excess cleaning and/or replacement of the carpet.

Cost. The Owner/Handler is responsible for the costs of care necessary for the ESA's wellbeing. The arrangements and responsibilities for the care of an ESA are the sole responsibility of the owner/handler at all times, including regular bathing and grooming as needed.

Other Conditions

- The Emotional Support Animal must not be in residence prior to approval by the Director of Accessibility and the Housing Coordinator. The approval of a request is animal-specific and is not transferable to another animal.
- **Approved ESAs may not be left overnight in student housing without the Owner.** Approved ESAs must be taken with the Owner if the Owner leaves campus overnight. The Owner must make proper arrangements for the care of an animal while the residence halls are closed for breaks. The need to care for an Approved ESA is not on its own a valid reason for permission to stay on campus over a break.
- Residence Life may place other reasonable conditions or restrictions on the Approved ESA depending on the particular facts and circumstances, including the nature and characteristics of the animal.
- The Owner/Handler is responsible for assuring that the Approved ESA does not unduly interfere or adversely affect the routine activities of student housing or other residents. In addition, the Approved ESA must not pose a threat to the health, safety, or property of anyone in the Simon's Rock community.
- The care and supervision of the Approved ESA is solely the responsibility of the Owner/Handler. The Owner is responsible for ensuring the safety of an Approved ESA and the Simon's Rock community. If the Simon's Rock determines that an animal is being neglected or mistreated, or has been abandoned, SR may remove the animal from its owner. A warning may not be given before an animal is removed from its owner due to safety concerns.
- The Owner/Handler is financially responsible for the Approved ESA, including for any bodily injury or property damage caused by the Approved ESA. The Owner's financial responsibility may include replacement of furniture, carpet, window, wall covering, and costs of damage to other SR owned property. The Owner is expected to cover these costs at the time of repair and/or move-out.
- If the Emotional Support Animal voids on the floor or carpet anywhere inside a residence

hall, the student is responsible to clean up promptly to the best of their own ability, as well as submit a work request with facilities department for the area to be properly disinfected. The student must pay all costs associated with such clean up. Dogs must be housebroken and accidents should be infrequent.

- The Owner/Handler agrees to continue to abide by all other SR policies including student housing policies. Any violation of this policy may result in immediate removal of the Approved ESA from SR. Reported violations will be reviewed by the Dean of Student Life.
- SR may ask an Owner to remove their Approved ESA when it is out of control and the Owner does not take action to control it, when it is not housebroken, or when it poses a threat to health and safety.
- From time to time, SR may use pesticides, pest control devices, de-icing materials, cleaning supplies, and other materials for the maintenance and operation of student housing. SR is not responsible for any harm to Approved ESA caused by such materials.

Important Considerations

- **Emotional support animals are only approved for the student's individual residential unit** and may not be in other areas of a residence hall unless they are using the hallway to exit and enter the building with the owner using the closest egress. Emotional support animals are not permitted in other campus building or public events.
- The Owner/Handler must notify the Director of Accessibility if the animal is no longer needed or is no longer residing on Simon's Rock property. If the animal will be replaced, the Owner/Handler must submit a new request.
- The Owner/Handler must provide the name and address of an emergency contact person who is able and willing to take responsibility for the approved emotional support animal in the case that the Owner is unable to care for it. This individual should be at least 18 years of age, cannot reside in campus housing, and must be able to travel to campus to retrieve the emotional support animal from the owner's residence within eight hours, in the case of an emergency.

Revocation of Approval

SR will take appropriate measures, up to and including revocation of approval for an Emotional Support Animal if, among other reasons:

- The Owner violates any term of this policy, after notice and reasonable opportunity to cure when possible;
- The Approved ESA is no longer needed to assist with a disability;
- Simon's Rock determines that the Approved Companion Animal threatens the health, safety, or property of anyone in the College community, or that the Approved Companion Animal is adversely affecting College's programs and activities or
- Simon's Rock discovers that false or misleading information was provided in the Owner's application for approval of a Companion Animal.

Simon's Rock reserves the right to make an interim accommodation while determining appropriate measures.

The requesting student may appeal revocation of approval of an Emotional Support Animal within five business days of the notice of revocation to the Dean of Students. The student must do so in writing. The decision of the Dean of Students is final.

The process for handling disruptions to the community is as follows:

A student will receive a written warning if a complaint(s) is received regarding the Emotional Support Animal. Following the first warning, the student will have the opportunity to rectify the situation and correct the behavior. If a second complaint is received, Campus Life will conduct a further assessment of the situation and the extent of impact to the community. At this point, it is possible that the student with the animal will be asked to switch rooms if there is availability on campus. Following a third complaint or incident, the animal will need to be removed from campus. Students must identify a person who can come to campus to remove the animal if needed within a reasonable amount of time. This person must be identified during the approval process. The individualized assessment of each incident may lead to escalation of this process, up to and including removal of an animal from campus after a first complaint, depending on the severity of any incident involving any Emotional support animal.

Requirements for Faculty, Staff, Students, and Other Members of the Simon's Rock Community

- Members of the SR community are required to abide by the following practices:
- They are not to touch or pet an Approved ESA unless invited to do so.
- They are not to feed an Approved ESA
- They are not to startle an Approved ESA
- They are not to separate or to attempt to separate an Owner/Handler from their Approved ESA

- They are not to inquire about the Owner/Handler's disabilities. The nature of a person's disability is a private matter.

By my signature below, I verify that I have read, understand and will abide by the above policy.

Owner*

Date

If Owner is under 18 years old:

I _____ am the parent or legal guardian of the Owner. I have read, understand, and agree to the above policy

**Owner signature required in all cases, even where Owner's parent/legal guardian is also required to sign*

Alternate Caregiver's Information

Alternate Caregiver's Name

Phone

Alternate Caregiver's Address

City/State

Zip Code

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