



## **Pets in the Workplace**

To protect the health and safety of the University of Nebraska at Omaha's faculty, staff, and students and for the protection of research assets, faculty, staff, students, volunteers and visitors are not allowed to bring pets to the workplace or inside any building in which UNO provides functions or services. Exceptions are the following:

1. Service animals for use by faculty, staff and students are limited to dogs. The use of other types of service animals in non-public areas must be approved by the Director of Human Resources.
2. 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.

This policy is in accordance with the Americans with Disabilities Act and is effective November 9, 2009.

The Director of Human Resources is responsible for the administration of this policy at the campus level. Department management is responsible for policy adherence within their departments.