

Pets in the Workplace

POLICY CONTENTS

- Scope
- Policy Statement
- Reason for Policy
- Exclusions
- Definitions
- History

Scope

This policy applies to UNO faculty, staff, students, volunteers and visitors.

Policy Statement

University of Nebraska Omaha (UNO) 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.

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.

Reason for Policy

To protect the health and safety of UNO's faculty, staff, and students and research assets.

Exclusions

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 used to accommodate persons with special needs. 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.

Definitions

Service Animal: Any animal individually trained to do work or perform tasks for the benefit of a person with a disability. The term service animal does not apply to personal pets.

History

This policy was developed and approved prior to the implementation of the campus policy development and approval process approved by the Chancellor's Cabinet in October 2015.

The University of Nebraska does not discriminate based on race, color, ethnicity, national origin, sex, pregnancy, sexual orientation, gender identity, religion, disability, age, genetic information, veteran status, marital status, and/or political affiliation in its programs, activities, or employment.