

EVCC5075: ANIMALS ON CAMPUS POLICY

Original Date: April 1, 2012

Last Revised: September 16, 2025

Administrator Contact: Director of Equal Opportunity and Title IX Programs / ADA Coordinator

Purpose

The College does not permit pets inside buildings. Service and assistance animals are allowed inside campus buildings as described below. People may bring other animals into a building only as part of an approved educational experience. All animals on campus shall be leashed, or in regard to a service animal, under the direct control of their owner/handler. Liability for the conduct of an animal on campus shall be the responsibility of the animal's owner/handler. While a service animal may be considered an assistance animal more generally, most assistance animals are not service animals, as they are not trained to perform specific work or tasks in response to an individual's disability.

Definitions

- **Assistance Animal:** An animal that works, provides assistance, or performs tasks for the benefit of a person with a disability, or that provides emotional support that alleviates one or more identified effects of a person's disability. An assistance animal is not a pet.
- **Owner/Handler:** Any person having an interest in or right of possession to an animal, or any person having control, custody, or possession of an animal.
- **Pet:** A domestic animal kept for pleasure or companionship.
- **Service Animal:** Any dog or miniature horse that is individually trained to do work or perform tasks for the benefit of an individual with a disability, including a physical, sensory, psychiatric, intellectual, or other mental disability. The work or tasks performed by the service animal must be directly related to the individual's disability.
- **Service Animal Trainee:** Any dog or miniature horse that is undergoing training to become a service animal.
- **Service Animal Trainer:** An individual exercising care, custody, and control over a service animal trainee during a course of training designed to develop the service animal trainee into a service animal.
- **Therapy Animal:** Animal with good temperament and disposition with reliable, predictable behavior, usually selected to visit people with disabilities or people who are experiencing the frailties of aging as a therapy tool. The animal may be incorporated as an integral part of a treatment process. A therapy animal does not assist an individual with a disability in the activities of daily living. A therapy animal does not accompany a person with a disability all the time, whereas a service animal is always with its owner/handler. A therapy animal is not covered by the laws protecting and giving rights to service or assistance animals.
- **Work/Tasks:** Work or tasks performed by a service animal include, but are not limited to:
 - assisting individuals who are blind or have low vision with navigation and other tasks,
 - alerting individuals who are deaf or hard of hearing to the presence of people or sounds,
 - providing nonviolent protection or rescue work
 - pulling a wheelchair,
 - assisting an individual during a seizure,
 - alerting individuals to the presence of allergens,
 - providing physical support and assistance with balance and stability to individuals with mobility disabilities
 - helping persons with psychiatric and neurological disabilities by preventing or interrupting impulsive or destructive behaviors

Work or tasks do not include the crime deterrent effects of an animal's presence or the provision of emotional support, well-being, comfort, or companionship.

Policy Expectations

Owner/Handler Responsibilities

All animals on campus must have appropriate licenses and vaccinations as required by applicable law.

All animals must be under physical control of the owner/handler through use of a harness, leash, or tether while on campus property, unless these devices interfere with a service animal's work or the person's disability prevents use of these devices. In that case, the person must use voice, signal, or other effective means to maintain control of the animal.

The owner/handler of a service animal must provide an adequate response to any college official who asks for verification of the work or tasks of an animal as a service animal, or service animal trainee, if the service function or task is not visibly obvious.

Individuals using a service animal on campus and inside buildings are not required to notify or seek approval from the college, except as required for students to be compliant with Student Housing policies and procedures.

An individual with a disability should contact the appropriate office (Human Resources or the Center for Disability Services) to make an accommodation request to have an assistance animal in a campus building. Consult the EvCC3020: Disability Accommodation Policy and associated Procedures for additional information about making an accommodation request.

If admitting a service or assistance animal into a campus space would fundamentally alter the nature of a service or program, the animal may be prohibited. A determination about fundamental alteration should be made by an appropriate college administrator who has first engaged in a deliberative process for evaluation.

The care and supervision of any animal on campus, whether a pet, assistance animal, service animal, or service animal trainee, is the responsibility of the owner/handler who must maintain control of the animal at all times and is responsible for the conduct of the animal in accordance with college policies, including the college's student conduct code.

The owner/handler is responsible for ensuring that the animal has appropriate hygiene and is responsible for the clean up of all animal waste.

College Personnel Responsibilities

College personnel shall allow a service animal, or service animal trainee, accompanied the owner/handler at all times and everywhere on campus, unless there has been a determination by appropriate college officials that the animal results in a fundamental alteration to the nature of a college program or activity. In such cases, Human Resources or the Center for Disability Services will engage in the interactive process with the individual to identify an appropriate alternative accommodation on a case-by-case basis.

College personnel shall not touch or feed a service animal without owner/handler permission, nor shall they deliberately startle a service animal or separate or attempt to separate a service animal from its owner/handler.

College officials may ask:

- If the service animal is required because of a disability.
- What work or task is the animal trained to perform, but only if the service function or task is not visibly obvious.

College officials may not:

- Require a service animal to be identified by uniform.
- Ask about the nature of a person's disability.
- Grant special exception to this procedure.

Clarifications or concerns regarding an animal on campus should be referred to Campus Safety and Security, the Director of Equal Opportunity and Title IX Programs (who is also the college's ADA Coordinator), Vice President of Human Resources and Compliance, or the Director of the Center for Disability Services (CDS).

Removal of Animals

A college official may require an owner/handler to remove any animal from Everett Community College grounds, classrooms, or other facilities:

- If the animal is sick, unclean or exudes an offensive odor.
- If its behavior is disruptive, e.g., barking, growling, running around, displaying aggressive behavior.
- If the owner/handler fails to clean up after the animal.
- If the animal does not have licenses and vaccinations as required by applicable law.

If such circumstances or behaviors persist, college officials may direct the owner/handler not to bring the animal onto campus. The owner/handler may remain on campus and participate in activities, but the animal will not be allowed to return until the issues have been resolved.

Grievance Procedures

Individuals with questions, concerns, or complaints should consult the following:

- Students should review the Student Rights and Responsibilities Handbook and can reach out to the Student Life office for support and resources, including information regarding grievance options.
- Employees can contact Human Resources, their supervisor, or an appropriate union representative for support and resources.
- Any individual (student, employee, or community member) can contact the Director of Equal Opportunity and Title IX programs, also known as the ADA Coordinator, for support and information regarding policies and procedures prohibiting discrimination on the basis of disability, or any other protected class characteristic.

Relevant Laws and Other Related Information

[Section 504 of the Rehabilitation Act of 1973](#)

[Americans with Disabilities Act of 1990](#)

[Fair Housing Act](#)

[RCW Chapter 49.60 Washington State Law Against Discrimination](#)

[RCW Chapter 70.84 White Cane Law](#)

[WAC Title 162 Human Rights Commission](#)

[EvCC3020: Disability Accommodation Policy](#)

[EvCC3093: Protected Class Nondiscrimination Policy](#)

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Approved By

Board of Trustees