

Examples of instances when UAFPD might remove an animal from University property include, but are not limited to:

- an unrestrained animal;
- incessant noise;
- disruptive, harassing, aggressive, or intimidating behavior;
- damaged property;
- health, safety, or hygiene concerns.

UAFPD may attempt to contact the animal's handler. If the handler is unreachable after a short period of time, depending on the climate conditions and the availability of a holding facility, the animal will be picked up by or taken to the Fairbanks North Star Borough Animal Shelter.

7. VIOLATIONS OF POLICY

Depending on the seriousness of the animal's conduct or repeated misconduct, animals may be excluded from University property temporarily or permanently. The ADA Coordinator is responsible for conducting the necessary assessments regarding ongoing or permanent removal of an animal. If a service animal or an animal previously approved as an accommodation is excluded, the DS Office is available to students and DE&C is available to employees and guests to assist in evaluating alternate reasonable accommodations for the handler.

Handlers who violate this policy or disregard an instruction to remove or exclude an animal from University property may be subject to additional penalties. Violations of this policy by a handler who is a University student or employee may be referred for corrective or disciplinary action.

Disciplinary action for non-compliance:

- Students: Disciplinary actions involving student handlers in noncompliance with this policy will be enforced through the UAF Student Code of Conduct process.
- Employees: Disciplinary actions are the responsibility of the supervisor of the employee in noncompliance with this policy.
- Guests and Visitors: Disciplinary actions are the responsibility of UAFPD.

To report violations and disturbances:

- In on-campus residential buildings, contact UAF Residence Life.
- In academic, administrative, recreational and student life buildings, contact department head or supervisor, but if one cannot be identified or reached, contact CSRR or UAFPD.
- On campus real property, contact the department head or supervisor, but if one cannot be identified or reached, contact UAFPD.

8. EXCEPTIONS

- Animals used in approved teaching, research and clinical activities.
- Fish are allowed, with the supervisor's approval, in UAF offices. Personal aquaria may not exceed 10 gallons. Department aquaria may exceed ten gallons with the approval of the dean/director.
- Service animals as defined by the Americans with Disabilities Act, as well as service animals in training. Service animals for employees must first be approved as an accommodation by DE&C before being permitted inside UAF buildings. Employees must contact the DE&C for additional information on service animals on campus; students may contact DS.
 - However, a service animal may be restricted from specific areas of the University when consistent with other University policies, state, and/or federal laws/regulations. Examples of these areas may include:

UA Human Resources (UA HR)

provide accessibility support and accommodations for applicants, employees, and visitors inside and outside of the workplace. Additionally, UA HR can provide guidance for department heads and supervisors in maintaining and enforcing this policy. The UA HR Labor and Employee Engagement team will assist with addressing violations on this policy.

Email: ada-accessibility@ua.askspoke.com

Phone: (907) 450-8208

Website: <https://www.alaska.edu/hr/talent/accessibility/index.php>