



The University of Vermont

## Service Dogs in UVM Laboratories Guidance for Faculty, Staff, and Students 2023

### 1. INTRODUCTION

#### 1.1. Purpose

The University of Vermont Student Accessibility Services, in collaboration with Risk Management and Environmental Health & Safety has developed this guidance to ensure the safety of faculty, staff, students, and services dogs in teaching, clinical and research laboratories ("UVM Laboratories").

#### 1.2. Scope:

This guidance applies to University students with conditions or disabilities (permanent or temporary) that need a service dog in UVM Laboratories.

This guidance is to be used with the University of Vermont's [Operating Procedure for Service and Emotional Support Animals](#)

### 2. AUTHORITY AND RESPONSIBILITY

#### 2.1. The University of Vermont's [Student Accessibility Services](#) shall be responsible for:

2.1.1. Helping students asking for the need of a service dog in a UVM Laboratory

2.1.2. Preparing a needs assessment to be submitted to Student Accessibility Services

2.1.3. Helping with the interactive process with student, including consultation with Risk Management and Environmental Health and Safety and the academic unit, and documenting ultimate determination regarding service dog access and expectations.

#### 2.2. University of Vermont's Risk Management and Environmental Health and Safety shall be responsible for:

2.2.1. Assessing risks and providing recommendations and requirements for animal and staff safety.

#### 2.3. Department/Faculty/Supervisor/Instructors shall be responsible for:

2.3.1. Participating in the interactive process with SAS, Risk Management and Environmental Health and Safety, and student.

2.3.2. Tracking the environment and responding to any disruptions or deviations from the agreed upon service dog access plan by discussing the situation with the owner; and

2.3.3. Contacting [Student Accessibility Services](#) to report animal behavior problems or handler noncompliance.

#### 2.4. Service Dog Owner shall be responsible for:

- 2.4.1. Registering for Services through [Student Accessibility Services](#)
- 2.4.2. Meeting with SAS specialist, and the department or instructors if appropriate, before the beginning of the semester to discuss accommodations
- 2.4.3. Making sure the dog has received the proper training;
- 2.4.4. Following the guidelines and requirements provided in the Needs Assessment evaluation by Student Accessibility Services, safety assessment from EHS & Risk Management, and instructions from Department/Faculty/Supervisor/Instructors
- 2.4.5. Providing any necessary equipment, including gate, pen, leash, and/or personal protective equipment for the dog; and
- 2.4.6. Ensuring the dog is well-behaved and does not cause a disruption, distraction, or injury to others.

### 3. PROGRAM ELEMENTS

#### 3.1. Expectations

- 3.1.1. Service Dog is defined by the Americans with Disabilities Act (ADA) as a dog individually trained to do work or perform tasks for an individual with a disability and includes dogs trained to take a specific action, such as dogs trained to alert for low blood sugar in diabetics, those that detect the onset of seizures, and even those that alert the time for medication in depressed individuals.
- 3.1.2. Dogs used for emotional support, therapy, comfort, companions, and dogs-in-training are not considered qualified service dogs.
- 3.1.3. Service dogs need not be professionally trained and can be trained by the user.
- 3.1.4. Service dogs need not wear a vest or patch or special harness identifying them as service dogs.

#### 3.2. Procedures for Departments, Faculty, Supervisors, and Instructors

##### 3.2.1. General Information

- 3.2.1.1. This program applies only to service dogs. Miniature horses or other types of service animals are not allowed in UVM Laboratories.
- 3.2.1.2. Service dogs will not be allowed into the UVM Laboratory without the proper personal protective equipment (PPE).
- 3.2.1.3. Service dogs **who have been approved to be in the laboratory under these guidelines** can only be excluded from the UVM Laboratory if:
  - 3.2.1.3.1. If the dog is out of control and the handler doesn't take effective action to control it; or
  - 3.2.1.3.2. If the dog is not housebroken.
- 3.2.1.4. Faculty and Staff may not ask for any medical documentation for the dog, require that the dog show its task, or ask about the nature of the person's disability.
- 3.2.1.5. Owners are responsible for cleanup and disposal of urine and feces.

#### 3.3. UVM Laboratories Utilizing Biological Materials

3.3.1. A needs assessment must be completed for any request of service dogs in UVM Laboratories using risk group 1 biological materials

3.3.2. Service dogs rarely are permitted in UVM Laboratories using risk group 2 or higher biological materials. Staff may ask for a risk assessment to go along with their Needs Assessment for a possible exception.

#### 3.4. UVM Laboratories and/or Locations Utilizing Radioactive Materials

3.4.1. Service dogs are not allowed in UVM Laboratories in which radioactive materials are used.

#### 3.5. Administrative Hazard Controls

Alternatives to positioning the service dog in the UVM lab next to the individual must be discussed with the SAS specialist and the handler and the program's director before the service dog entering the lab. This would include:

3.5.1. Placing the dog behind a removable gate or in a pen in an adjacent room or area away from hazards.

3.5.2. If a location next to the person is required, consider a location at the end of the bench or in a corner away from other students, staff, and activities.

### 4. PROCEDURES FOR SERVICE DOG OWNERS

#### 4.1. General

Students that require the use of a service dog in a UVM Laboratory must contact Student Accessibility Services to document the need and recommendations.

##### 4.1.1. Procedural Steps for Dog Owners

4.1.1.1. Contact Student Accessibility Services using the following link:

[https://www.uvm.edu/academicsuccess/student\\_accessibility\\_service](https://www.uvm.edu/academicsuccess/student_accessibility_service)

4.1.1.2 Student Accessibility Services will conduct a needs assessment in consultation with Risk Management and Environmental Health and Safety.

##### 4.1.2. General Requirements

4.1.2.1. Please refer to the University of Vermont's Domestic Animal policy.

4.1.2.2. Dog beds or fabric pads are not appropriate for the lab.

4.1.2.3. Service dogs must wear appropriate personal protective equipment to be allowed into the laboratory.

### 5. BEHAVIOR EXPECTATIONS OF SERVICE DOGS

The following are the behavior expectations for service dogs:

5.1. If the service dog is present in a UVM lab, the dog must be trained to "stay" and "leave it" (or equivalent behavior).

5.2. The dog must not vocalize, bark, or growl inappropriately.

5.3. If the dog is trained to alert by vocalizing, the instructor or staff must know the circumstances under which the dog would vocalize. Disruptive, extended vocalizing or barking will not be allowed, unless in proper context.

5.4. The dog must not behave aggressively towards other people - snapping, snarling, growling, charging, swiping, etc.

- 5.5. The dog must not jump up on other people.
- 5.6. The people in the laboratory will be informed that the dog is a service dog and always working.
- 5.7. Interaction with the dog is by permission of the owner and only permitted outside of the laboratory.
- 5.8. If the service dog displays these behaviors, the dog will not be allowed in the laboratory until documented and showed re-training has occurred.
- 5.9. The dog cannot interfere with safe operation of the laboratory by others in the laboratory.

## 6. PROTECT SERVICE DOGS

Service dogs entering UVM Laboratories must be protected to prevent exposure to hazardous chemicals, broken glass or other hazards that might be present in the laboratory environment. Most often, this will be done by locating the animal away from all laboratory activities.

There may be situation where the dog must wear personal protective equipment (PPE). PPE for the dog is purchased by the owner and may include:

- 6.1. Disposable or reusable boots to cover the feet such as commercially available products ([Pawz Rubber Dog Boots](#))
- 6.2. Disposable lab coats such as [Maytex](#) lab coat.
- 6.3. Disposable plastic-backed absorbent lab paper or pet pads for the dog to lie on during lab to protect them from whatever might be on the floor.

If PPE is not brought to the lab, then the service dog will not be allowed into the laboratory.

## 7. REFERENCES

- University of Vermont's [Domestic Animals Policy](#)
- [American with Disabilities Act \(ADA\) Requirements for Service Animals](#)



The University of Vermont

## Needs Assessment for Service Dog in Teaching or Research Laboratory

Requestor's Name \_\_\_\_\_  
\_\_\_\_\_

Date:

Email: \_\_\_\_\_  
Phone: \_\_\_\_\_

Department/Class:  
\_\_\_\_\_  
\_\_\_\_\_

Building/Room :  
\_\_\_\_\_  
\_\_\_\_\_

Faculty/Supervisor Name:  
\_\_\_\_\_  
\_\_\_\_\_

Email:  
\_\_\_\_\_  
\_\_\_\_\_

	Yes	No
Is the dog a service dog or service dog-in-training required because of a disability?		
Do you require the dog to be with you at all times?		
Do you need a place for the dog to stay while you're in lab and not needing the dog?		

What work or task has the dog been trained to perform?

If you need the dog to be with you only under certain circumstances, what are those circumstances?

How does the dog alert?

What should the instructor do if the dog alerts?