

# Animals in the Workplace

## **Background**

Section 300-3.1 Prohibited Activities of Title 9 of the New York State Codes, Rules and Regulations states:

“No person shall introduce or possess any animal within a state facility except for service animals and police and fire dogs under the control of their handler, without authorization from the commissioner. No person shall abandon an animal on state property<sup>1</sup>.”

The establishment of College Policy to ensure compliance with State regulations is intended to facilitate the effective and efficient delivery of education and related services to students, parents, employees and members of the community in a safe and healthy living-learning-working-environment. In order to accomplish this objective, it is necessary to treat every member of the College community in a fair and consistent manner, to establish to the best of our ability, safe, clean working conditions; to provide a workplace, equipment and materials appropriate for the tasks at hand, and to prevent the introduction of anything that could impede these goals without just cause in a way that would be understandable and acceptable to all constituencies.

It is acknowledged that the campus, in great part is made up of public spaces. For this reason it is sometimes difficult to differentiate between the truly public areas and those spaces which are work spaces. However, since the workplace is intended to be devoted to the principles described above we define workspaces to include all buildings except private residences on campus that are occupied by one individual or family unit and all State/College owned vehicles except those specifically assigned to officials in a way that allows them limited personal use of the vehicle. The workplace definition also includes all athletic fields. In these defined workspaces, the presence of animals not devoted to accomplishing the objectives stated above (approved service animals<sup>1</sup>) is disruptive, non-hygienic and potentially unsafe.

## **Policy**

It is therefore the policy of SUNY Maritime College that faculty, staff, students and visitors are prohibited from bringing personal pets or other animals into the workplace. Again, this applies to all campus buildings, athletic fields, and all State vehicles, including GEMS, at all times except as noted above. Where otherwise allowed on campus animals are to be confined or controlled on leashes at all times and their owners and/or caregivers are responsible for cleaning up after their animals. Members of the professional staff or faculty who have been authorized the privilege of living on campus in dwellings in which they are currently authorized to have pets must also adhere to this policy—their privileges do not exempt them from College policy.

## **Compliance**

It is the responsibility of all members of the College community to observe and assist in enforcing this “Animals in the Workplace” policy. If supervisors or other authority figures observe violations, they must remind offenders of this policy lest they provide tacit approval of the violations by their silence. All employees have an obligation to be aware of College policies and support them.”

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<sup>1</sup> Animals required as accommodations to enable individuals to function and participate in campus activities (e.g. guide dogs), or required for research or performances are exempt from this policy. The rule making amendment to except “service animals” can be found on page 9 of a document at: [www.dos.state.ny.us/info/register/2010/sep1/pdfs/rules.pdf](http://www.dos.state.ny.us/info/register/2010/sep1/pdfs/rules.pdf). The regulation is at NYCRR at Title 9 Executive Department/Subtitle G Office of General Services/Chapter IV Facilities Planning and Operation/Part 300 Facilities Use/ s 300-3.1 Prohibited activities.