

ANIMALS AND PETS ON CAMPUS POLICY

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PURPOSE

The purpose of this policy is to provide direction for bringing animals onto NLC property, while ensuring the continuation of essential services and the health and safety of the College community.

SCOPE

This policy applies to animals belonging to employees, students, contractors, consultants, and visitors on all NLC properties. NLC will abide by the BC Guide Dog and Service Dog Act <https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/15017#section1>, the BC Human rights Code as well as all applicable municipal animal bylaws.

DEFINITIONS

Blind person means an individual who

- a) Is blind or visually impaired; and
- b) requires the assistance of a Guide Dog for daily living.

Dog trainer means an individual who

- a) trains dogs for the purpose of the dogs becoming Guide Dogs or Service Dogs; and
- b) is certified as a dog trainer.

Dog-in-training means a dog that

- a) is being trained by a dog trainer to become a Guide Dog or Service Dog

- b) is certified as a dog-in-training; and
- c) a minimum of three months of age and have up-to-date vaccinations for which the owner/handler must provide verified paperwork.

Dog-in-training team means a dog trainer and a dog-in-training that are working together to train the dog-in-training to become a Guide Dog or Service Dog.

Emotional Support Animal (ESA): ESAs are not considered service animals, according to the British Columbia Guide Dog and Service Dog Act and so they are not afforded the same permissions as Guide Dogs and Service Dogs and are not permitted in NLC buildings, unless there is an approved accommodation from Access Services for students or Human Resources for employees.

False Representation: A person must not falsely represent a dog as being a member of a Guide Dog team, Service Dog team, retired Guide or Service Dog team or dog-in-training team.

Guide Dog means a dog that

- a) is trained as a guide for a blind person; and
- b) is certified as a Guide Dog.

Guide Dog team means a blind person and a Guide Dog that are certified as a Guide Dog team.

NLC Sanctioned Events that Include Animals: Sanctioned event that include animals, such as therapy Dogs for students during exams, and bring your pet to work day, will require approval from the responsible administrator:

1. Employee sanctioned events need approval from the Director of Human Resources or a member of senior executive
2. Student sanctioned events need approval from the Director of Student Services, and
3. In both cases, approval will be required prior to animals being brought on campus

Person with a disability means an individual who

- a) has a disability, other than blindness or visual impairment; and
- b) requires, because of the disability, the assistance of a Service Dog or Guide dog for daily living.

Pet: An animal that has been trained or adapted to living in a human environment. Such animals include, but are not limited to, dogs, cats, birds, rabbits.

Retired Guide or Service Dog team means an individual and a dog that were previously members of the same Guide Dog team or Service Dog team and that

- a) are living together; and
- b) are certified as a retired guide or Service Dog team.

Service Dog means a dog that

- a) is trained to perform specific tasks to assist a person with a disability; and
- b) is certified as a Service Dog.

Service Dog team means a person with a disability and a Service Dog that are certified as a Service Dog team.

Service Animal (SA): Guide and service animals (primarily canine) which help people with disabilities avoid hazards or perform tasks and are licensed according to their respective service.

Therapy Animal (TA): Animals (primarily canine or feline) holding appropriate certification (i.e. St. John's ambulance) with a purpose of scheduled visitation on campus for the therapeutic stress release programs. Therapy Animals will be allowed in NLC buildings when participating in College sanctioned events.

POLICY STATEMENTS

Northern Lights College (NLC) is committed to providing a safe, healthy, and inclusive learning and working environment for the College community. This policy outlines the conditions under which animals, including service animals and therapy animals, are permitted in NLC facilities and on NLC properties. Guide Dogs, Service Dogs, Teaching Animals, Emotional Support Animals and Therapy Animals as defined below, are permitted on Northern Lights College grounds and inside buildings. Pets are not permitted inside campus buildings and on NLC property pets must remain on leash. All owners of animals on NLC property must comply with this policy and procedures as well as all provincial and municipal bylaws pertaining to animal control.

For the health and safety of employees, students and visitors, animals and pets are not permitted inside NLC facilities, except for those identified within the body of this document.

NLC recognizes the following exceptions for allowable animals on campus:

1. Guide Dogs and Service Dogs –Any student or employee using a Guide or Service Dog on campus is encouraged to contact Access Services or Human Resources as applicable to assist with any planning that may be required.
2. Emotional Support Animals (ESA's) and Therapy Animals (TA's) - ESA's and TA's will be handled on a case-by-case basis and individuals require an approved accommodation to be in NLC facilities. Student accommodations for ESA's and TA's require approval from the Access Services department. Employee accommodations for ESA's and TA's require approval from Human Resources.
3. NLC Sanctioned Events

For health and sanitation reasons, animals are not allowed in Student Housing, other than Guide Dogs or Service Dogs. Should you require a service dog please notify the Student Housing Manager as per the [Student Housing Guide and Handbook](#).

Wild or Feral Animals –Wild or feral animals that are a potential risk, represent a hazard, cause property damage, create a nuisance, or otherwise pose a potential conflict for humans are to be reported to the Manager of Facilities Services or campus security, who will ensure that follow up is coordinated with appropriate animal/wildlife rescue agencies.

Principles For Students

NLC permits students to bring with them a guide or service dog provided they follow the owner responsibilities outlined in this policy. NLC recommends contacting the Access Services department to review these responsibilities and for support in any planning that may be required.

NLC may allow Emotional Support Animals (ESA) and Therapy Animals (TA's) as a disability-related accommodation for students. To request consideration to utilize an ESA or TA, students should contact Access Services for assessment a minimum of 8 weeks in advance of their program start date. Documentation or requests submitted with less notice will be reviewed on a case-by-case basis.

NLC recognizes that occasionally rights will need to be balanced for those people who may have negative medical reactions upon exposure to or contact with service animals. In such circumstances, NLC will approach the need for a service animal along with any duties owed under Duty to Accommodate requirements.

Principles For Employees

Employees with Guide Dogs or Service Dogs are asked to connect with the Human Resources Department to determine if any planning or supports are needed.

NLC may allow Emotional Support Animals (ESA) and Therapy Animals (TA's) as a disability-related accommodation for employees. Employees should contact the Human Resources Department for assessment.

Principles for contractors, consultants, and visitors

Individuals who fall into this category are permitted to have a Guide dog or services dog under the BC Guide Dog and Services Dog act. They are expected to follow this policy in regards to responsibilities. NLC may allow an Emotional Support Animal (ESA) or Therapy Animal (TA) on a case by case basis. This request should be submitted to a Campus Administrator for consideration.

Owner Responsibility

1. If the animal is permitted to be on campus as per this policy the animal must be in a carrier or on a leash that does not exceed 6 feet and it must exhibit controlled behaviour. The owner of any animal showing uncontrolled or violent behaviour will be asked to remove the animal
2. Any animal that demonstrates inappropriate behaviour that is disruptive to the learning environment, disrespectful or destructive to NLC property; or unsafe as determined by NLC staff, may be banned from NLC property
3. Immediate cleanup and disposal of waste is the responsibility of the animal's owner/caretaker. Fecal matter deposited by animal permitted under this policy and brought to NLC properties must be removed immediately and disposed of properly. The burden is on the Guide Dog, Service Dog or ESA/TA user to arrange for removal of fecal matter if they are personally unable to perform the task. Where additional cleaning and/or sanitization is required, costs will be borne by the user
4. Persons bringing an animal onto campus are required to observe applicable municipal bylaws
5. Animals must not be left tied up or unattended at any time. Animals found unattended may be reported to an animal control agency

6. Animals must not be left in vehicles unattended and/or out of the control of its handler during hot, cold, or other weather conditions that may be dangerous to the animal. If an animal is locked in a vehicle during dangerous weather conditions, NLC reserves the right to contact the RCMP to free the animal
7. Animals that may cause a disturbance, interrupt the work of others, or pose a health and safety risk to students, faculty or staff who are exposed to it, must immediately be removed from campus by its owner and be left off campus

Owner Liability

Owner of animals brought onto NLC property accept sole financial and legal responsibility for any damage or injury caused by the animal to any person or property. Any fees relating to a bylaw infraction will be borne by the owner.

SUPPORTING FORMS, DOCUMENTS, WEBSITES, RELATED POLICIES

E-4.02 NLC Accommodation and Accessibility Learning for Students with Disabilities Policy (formerly Access Policy)

RELATED ACTS AND REGULATIONS

[BC Guide Dog and Services Dog Act](#)

<https://www.dawsoncreek.ca/wordpress/wp-content/uploads/bylaws/4420-Animal-Responsibility-Bylaw-Consolidated-February-2021.pdf>

<https://www.fortstjohn.ca/assets/Documents/Bylaws/Bylaw~Enforcement/Animal-Control-Bylaw.pdf>

<https://www.gochetwynd.com/municipal-office/departments/protective-services/animal-control/>

<https://tumblr ridge.civicweb.net/filepro/documents/2878/?preview=3473>

<https://nr.civicweb.net/filepro/documents/49756/?preview=9400>

https://www.rdks.bc.ca/government/bylaws_policies/dog_regulation_bylaw_no_641_2014

The Human Rights Code prevails over the BC Guide Dog and Service Dog Act. “For certainty, nothing in this Act (the BC Guide Dog and Service Dog Act), nor anything done under this Act, abrogates or derogates from the *Human Rights Code*.”

RELATED COLLECTIVE AGREEMENTS

N/A