

## Responsibility of Employees Living on the Goucher Campus with Service or Assistance Animals, or Pets (Including Therapy or Emotional Support Animals)

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The owner of a service or assistance animal, or pet, that will reside in an employee residence on campus will be responsible for the following:

**Care and Supervision:** Care and supervision of the animal are the responsibility of the owner. The owner is required to maintain control of the animal at all times, where consistent with the capacity of the owner. Obedience and training programs for the animal are highly recommended.

College personnel shall not be required to provide care or food for any animal, including, but not limited to, removing the animal during emergency evacuation for events such as a fire alarm. Emergency personnel will determine whether to remove the animal and may not be held responsible for the care, damage to, or loss of the animal. **Additionally, the owner is to be absent from their residence overnight or longer, the animal must accompany the owner or the owner must make arrangements for a third party to care for the animal.** The owner will also be required to designate a third party as an emergency contact to care for the animal in the event the owner is unable to do so because of a medical, or other emergency.

**Cleanup:** The owner is responsible for ensuring the cleanup of the animal's waste and, when appropriate, must toilet the animal in areas designated by the college consistent with the reasonable capacity of the owner. Animal feces must be disposed of as directed by FMS.

**Infestations:** Any flea infestation must be attended to promptly by a professional extermination company at owner's expense. Owners are expected to promptly notify building services and arrange for extermination when a flea problem is noted. Animal owners may take some precautionary measures such as: flea medications prescribed by veterinarians, flea and tick collars, taking the animal to the veterinarian for flea and tick baths; however, the owner may not use chemical agents and insecticides to exterminate fleas and ticks. Because not all of the precautions listed here can prevent flea and tick infestations, the owner is responsible for extermination costs after vacating the apartment or residence hall room.

**Disruptions:** Animals must not be allowed to disrupt others (e.g., barking continuously, growling, yowling, howling, etc.). Animals that constitute a threat or nuisance to staff, residents or property, as determined by the Director of Human Resources, may be required to remove the animal from employee housing and/or campus. If the behavior of an animal can be addressed by the owner and the owner can change the behavior of an animal so that the animal does not have to be removed, then a written action plan must be submitted by the owner. The action plan must outline the action that will take place to alleviate the problems and also must give a deadline as to length of time the plan will take. Any action plan must meet the approval of the Director.

**Vaccination:** In accordance with local ordinances and regulations the animal must be immunized against diseases common to that type of animal. Dogs must have current vaccination against rabies and wear a rabies vaccination tag. Although not mandated, cats should have the normal shots required for a healthy animal. Dogs and cats must be spayed or neutered.

**Licensing:** Local licensing requirements must be followed. New pets and all animals moving into Baltimore County must be licensed within thirty days.

[http://www.baltimorecountymd.gov/Agencies/permits/pdm\\_miscperm/animallicense.html](http://www.baltimorecountymd.gov/Agencies/permits/pdm_miscperm/animallicense.html). The owner must comply with Baltimore County requirements regarding animals.

<http://resources.baltimorecountymd.gov/Documents/Health/Disease%20Control/animallaws130507.pdf> (Baltimore County Code, Article 12).

**Leash:** If appropriate the animal (dog) must be on a leash, unless the leash would inhibit the animal's ability to be of service or assistance.

**Animals restricted to owner's room:** *Animals must not be taken into academic, administrative or athletic buildings, residence hall or apartment offices, administrative offices, common space or student living areas.* This restriction does not apply to service animals.

**Liability:** All liability for the actions of the animal (bites, scratches, etc.) is the responsibility of the owner. Damages and extraordinary cleaning caused by the animal are the responsibility of the owner. Replacement or repair of damaged items will be the financial responsibility of the owner.

**Other Conditions:** The college may place other reasonable conditions or restrictions on the animals depending on the nature and characteristics of the animal.

**Failure to Comply:** If the owner fails to comply with the above conditions, the college may pose additional restrictions or exclude the animal from the residence hall. Restrictions or exclusions will be considered on a case-by-case basis in accordance with applicable laws.

**This form must be submitted and approved prior to animal occupying the assigned space.**

Resident: \_\_\_\_\_

Animal Type: \_\_\_\_\_

Animal's Breed: \_\_\_\_\_

Animal's Name: \_\_\_\_\_

Most Recent Rabies Vaccination Date: \_\_\_\_\_

(Record must be attached)

Spay/Neuter Date: \_\_\_\_\_

(Record must be attached)

Emergency contact (include name and best contact information – e.g., cell phone and email).

\_\_\_\_\_

**I acknowledge having read this document and agree to comply with the requirements herein.**

Signature of Resident \_\_\_\_\_ Date \_\_\_\_\_

Printed Name \_\_\_\_\_ Apartment /Room \_\_\_\_\_

Signature of Director \_\_\_\_\_ Date \_\_\_\_\_