

ANIMALS IN THE WORKPLACE

This document is the parent policy for any College procedures. Questions regarding this policy are to be directed to the identified Policy Owner.

Category:	C. People and Culture
Policy Number:	C33
Approval Date:	June 12, 2017
Effective Date:	June 12, 2017
Policy Owner:	Chief People and Culture Officer

Objective:	<p>It is Olds College policy to provide a safe and healthy work environment for all employees, contractors, students and visitors. This policy supports the Alberta Human Rights Act, whereby the Employer has a Duty to Accommodate and make changes to certain rules, standards, policies and physical environments to ensure there is no negative effect on a person's mental or physical disability, religion, gender or any other protected ground.</p> <p>In order to accommodate individuals with disabilities, Service Animals are expressly permitted in all areas in the workplace, unless the animal is prohibited by law, as well as where food is stored, processed, prepared and handled, such as a kitchen area.</p> <p>The purpose of this policy is to ensure that Pets do not create a health hazard or become a threat, nuisance, or significant distraction to others or to activities occurring at Olds College.</p>
Policy:	<p>If there is a health and safety concern for another person, such as a severe allergy to the Service Animal or Pet, all reasonable efforts to meet the needs of all individuals will be made, including creating distance between the two individuals or eliminating in-person contact.</p> <p>The management authority may impose additional restrictions to provide for specific conditions if necessary.</p>
Definitions:	<p>Service Animals: Animals (primarily dogs) individually trained to do work or perform tasks for the benefit of an individual with a disability or to persons who require assistance due to a medical condition.</p> <p>Certified Therapy Animals: Animals which have current certification showing that they have been trained in an accredited therapy program such as St. John's Animal Therapy Dog Program. Therapy animals are not usually service dogs, but can be one or both with some organizations. These animals provide affection and comfort to people in hospitals, retirement homes, nursing homes, schools,</p>

hospices, disaster areas, and to people with autism. These animals must hold current compliancy with the certified program.

Program Animals: Animals that are utilized in Olds College programming.

Pets: Domesticated animals kept for companionship or amusement. For the purposes of this policy, a Pet is an unauthorized animal.

Olds College property: All vehicles, buildings, common areas and grounds, including athletic and recreational fields, owned, leased or operated by Olds College.

Related Information:

Related Procedures:

Review Period:

Revision History:

C33 Animals in the Workplace Procedure

3 years

New: June 12, 2017