

Pets in the Workplace Policy

Introduction: This document defines the policy involving bringing pets to the work place. Members of the campus community and visitors to the campus are welcome to walk their dogs on campus grounds; employees may bring their dogs or other pets into their offices or classrooms from time to time. While this practice is not prohibited, some regulations of the presence of pets on campus/in buildings are necessary to insure that one's pet does not become a threat, nuisance or significant distraction to others or to activities occurring on campus.

This policy *excludes* service animals required by Marietta employees, students, and/or guests of the College, animals used for course demonstrations or traditionally kept on campus for instructional purposes, research animals, and events such as De-Stress with Dogs. This policy does not refer to any police or rescue animals involved in an authorized search of any property.

Pets: Pets are defined as traditionally domesticated house pets such as dogs, cats, and small birds that are cared for, reside with, and owned by an employee or student. Pets do not include snakes, rats, ferrets, barnyard animals or spiders--although such animals may be on campus for educational purposes, as discussed in the paragraph above. If you're unsure where your pet falls in this policy, please contact Human Resources.

Pet Owner Responsibility: Pet owners need to be aware that their pets may cause health risks to those that are allergic. Pets may also cause falling risks, bites, disruptions, damage to the campus, or become a nuisance to others. Some faculty, staff, and students may have excessive fear of particular animals which pet owners must be sensitive to. While on campus pets must be in the company of their owner--pets are expected to be well behaved, clean, and up to date on vaccinations. Any untidiness including fecal waste the pet makes while on campus, inside or outside, must be cleaned by the owner. The owner will also be fiscally responsible for any damage the pet causes to campus property. Pet owners bringing their pet to campus are required to exercise reasonable control over their pet in order to minimize risks to others and property. Marietta College assumes no liability for the presence of pets on campus.

Areas of Campus where pets are allowed:

- Outdoors on a leash accompanied by pet owner. (Pets cannot be tethered to any campus property including trees and benches, or to cars.)
- Pets are welcome to make brief visits inside buildings so long as the pet does not create unnecessary disruption or cause fear or anxiety to building occupants.
- Any areas used by employees, students, or guests with documented disabilities, which would require a service animal. This is in accordance with the Americans with Disabilities Act.

- Comfort animals may be approved if a student has ample documentation from a licensed therapist that the animal helps with a diagnosed mental disorder.
- Live in employees may own pets in their apartment, but must adhere to the guidelines outlined here and regulations specified by Residence Life.

Restricted Areas: Inside any campus building or any public outdoor area where someone has raised concern about the presence of a pet for legitimate health reasons or where food is prepared or consumed. Specific areas include but are not limited to the Admissions House, Gilman, Soccer Fields, Softball Fields, Don Drumm Stadium, Don Schaly Stadium, bleachers, other outdoor athletic areas, Legacy Library, and DBRC.

Other Restrictions: Pets may not be left unsupervised in a vehicle parked at the college if it creates a health risk to the animal.

If your pet becomes a problem to others on campus, we may ask you to remove your pet and discontinue bringing them to campus. If people who share space with the pet owner/employee object to the presence of the pet, their desire to work in a pet-free environment, for whatever reason, supersedes the employee's desire to bring his/her pet to work.

If you have any questions about this policy contact Human Resources