

BROOKLYN LAW SCHOOL

POLICY ON ANIMALS ON LAW SCHOOL PROPERTY

ISSUING AUTHORITY and RESPONSIBLE OFFICERS: Dean of Students; Director of Equal Opportunity and Title IX Coordinator; Director of Public Safety

DATE ISSUED: July 12, 2017

LATEST REVISION: September 25, 2019

- I. **PURPOSE OF THE POLICY:** The purpose of this policy is to set forth the rules governing the presence of animals on Law School property.
- II. **TO WHOM THIS POLICY APPLIES:** This policy applies to all students, faculty, administrators, staff, volunteers, visitors, and vendors on Law School property.
- III. **POLICY DEFINITIONS:**

Law School Property – Law School property is any outdoor and indoor property that is owned or controlled by Brooklyn Law School. This includes buildings, dormitory and faculty residences, classrooms, workspace, conference rooms, event space, lobbies, courtyards and on and off-campus sites used for Law School events.

Animals – This definition includes but is not limited to cats, dogs, birds, reptiles, rodents, and fish.

Pets – Animals that are not trained and employed as service or assistance animals.

Service Animals – Any dog that is trained to do work or perform tasks for the benefit of a disabled individual. This definition includes animals that are training to become service animals.

Assistance Animal – An assistance animal is not a pet. It is an animal deemed necessary to afford a disabled individual an equal opportunity to use and enjoy an apartment dwelling, or to participate in, or benefit from, any *housing program*.¹ Excluded from the definition of assistance animal are wild animals (whether born or bred in captivity or in the wild) such as reptiles, farm animals such as pigs, nonhuman primates such as monkeys, and any other animals which may pose a threat to health, safety, and well-being of the Law School community.

Owner – The owner of a service or assistance animal or an individual attempting to bring an animal onto Law School property.

¹ For example, an emotional support animal may be needed to alleviate one or more identified symptoms of a persons' disability.

Disability - A disability is a temporary or permanent physical, medical, mental, or psychological impairment, or a history or record of such impairment, including being regarded as having an impairment. This includes learning disabilities and pregnancy. *A physical or mental impairment* is: (1) an impairment of any system of the body, including but not limited to the neurological system; the musculoskeletal system; the special sense organs and respiratory organs, including, but not limited to, speech organs; the cardiovascular system; the reproductive system; the digestive and genito-urinary systems; the hemic and lymphatic systems; the immunological systems; the skin; and the endocrine system; or (2) a mental or psychological impairment. In the case of drug addiction, alcoholism, or other substance abuse, the term “disability” applies only to a person who: (1) is recovering or has recovered; and (2) currently free of such abuse. It does not include an individual who is currently engaging in the illegal use of drugs or abusing alcohol in violation of the Law School’s policies.

Disabled Individual – An individual with a documented disability.

IV. POLICY STATEMENT: All students, faculty, administrators, staff, volunteers, visitors, and vendors are prohibited from bringing animals, including pets, onto Law School property, unless the animal is a service animal or an assistance animal as defined above and further explained below. Animals brought onto Law School property in violation of this policy will be impounded by Public Safety and the violator will be liable for all costs associated with the release of the animal from impoundment.

V. PROCESS REQUESTING PERMISSION TO BRING SERVICE/ASSISTANCE ANIMALS ON CAMPUS:

- A. A student, faculty member, administrator, staff member, or volunteer seeking to bring a service animal to the Law School’s campus on a regular basis must register the animal with the Director of Equal Opportunity and Title IX Coordinator and the Director of Public Safety to ensure entry to the Law School’s premises. The presence of the service animal may otherwise be mistaken as a violation of this policy. If it not readily apparent that the animal is a service animal, the Law School is permitted to ask if the animal is required because of a disability and what work or task the animal is trained to perform.
- B. Individuals with a service animal who are not affiliated with the Law School and visiting or attending a Law School-sponsored event should inform the Public Safety Officer in the lobby or at the event of the presence of the service animal.
- C. The Law School may also remove a service animal in if it: (1) poses a direct threat to the health or safety of others and that threat cannot be reduced or eliminated by a reasonable accommodation; (2) would cause substantial physical damage to the property of others that cannot be reduced or eliminated by a reasonable accommodation; or (3) is unreasonably disruptive.
- D. Students with a disability who are seeking to live with an assistance animal in a Law School residence must contact the Director of Equal Opportunity and Title IX

Coordinator to apply for a reasonable accommodation. Animals brought into a Law School residence without applying for a reasonable accommodation will be treated as pets and impounded pursuant to this policy at the student's expense.

- E. Service and assistance animals must be housetrained and not disruptive. Service animals must be leashed, harnessed, or tethered when in use, unless such devices interfere with the service animal's work. In that case, voice, signal, or other effective methods can be used to control the animal. Assistance animals must also be leashed, harnessed, or tethered when taken outside the dwelling unit.
- F. Assistance animals are limited to the dwelling unit (and where necessary to relieve itself). They may not be taken to class or Law School sponsored activities or events.
- G. Students approved to live with an assistance animal in a Law School residence are limited to one assistance animal. The Law School may limit the size of the animal if unreasonable. It may also remove the animal if it: (1) poses a direct threat to the health or safety of others that cannot be reduced or eliminated by a reasonable accommodation; (2) would cause substantial physical damage to the property of others that cannot be reduced or eliminated by a reasonable accommodation; or (3) is unreasonably disruptive.
- H. The owner of the service or assistance animal is responsible for the care and well-being of the animal and must always personally supervise and retain control of the animal while on Law School property. The animal is not to be left in the custody of others in the residence or on Law School property.
- I. Owners are responsible for complying with state and local laws regarding training, registration, vaccinations, and tags. Proof of vaccinations appropriate to the type of animal must be provided to the Director of Equal Opportunity and Title IX Coordinator for service and assistance animals residing in the Law School's residences. A picture of the service or assistance animal must also be provided to the Director of Equal Opportunity and Title IX Coordinator for identification.
- J. Owners may not leave their service or assistance animals unattended, except for times where the animal may be left in the Law School's dormitory residence for a reasonable period, such as to attend classes. Any animal left in the residence for an unreasonable period will be impounded by Public Safety. The owner will be responsible for all costs associated with the impoundment of the animal.
- K. Owners are responsible for removing waste created by the service or assistance animal and are solely responsible for all damages to Law School property and persons created by the animal.

VI. RETALIATION:

The Law School will take every step necessary to protect those with service or assistance animals against harassment and retaliatory behavior as set forth in the Law School's *Policy on Non-Discrimination and Harassment*, which can be accessed at Brooklyn Law School Policy Page at www.brooklaw.edu/policies; or the BLS Connect Policy Page at <https://blsconnect.brooklaw.edu/administrative/policies/Pages>.

Disciplinary action will be pursued against any employee, faculty member, or student who harasses or retaliates against any individual covered by this policy.

VII. SANCTIONS:

Violations of this policy may result in disciplinary action.

VIII. DISCLAIMER

This Policy does not form an agreement of any kind. It may be altered, modified, or rescinded at the discretion of Brooklyn Law School.

Contact Information

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