



Animals in The Workplace Policy #1710.020

INITIAL EFFECTIVE DATE: July 2005	LAST REVISION DATE: February 12, 2026	RESPONSIBLE UNIVERSITY DIVISION/DEPARTMENT Division of Human Resources Employee & Labor Relations
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POLICY STATEMENT

The workplace/campus is intended to be devoted to the efficient and effective environment conducive to the education and related services to students, parents, and members of the community. The presence of animals not devoted to accomplishing these objectives is disruptive, non-hygienic, potentially unsafe, and can prove to be a distraction to the work and lifestyles of faculty, staff, students, and visitors. In addition, members of the University community may have allergies to or simply be afraid of animals.

The presence of animals in the workplace may pose a safety concern putting the University at risk of potential liability. Therefore, animals are not allowed in the workplace. The sole exceptions to this policy are dogs being used by law enforcement personnel, animals being used for research purposes, or serving as guides or aides (service animal) to their owners, such as seeing-eye dogs. If an employee has a disability and needs to request an accommodation via the Americans with Disability Act (ADA), the employee must contact the Office of Civil Rights (OCR).

SCOPE

This policy applies to all faculty and staff members of the University.

REASON FOR POLICY

To provide guidelines for the presence of animals in the workplace.

DEFINITIONS

TERM	DEFINITIONS
Animal	Any such living thing other than a human being



Service animal	Is a dog or miniature horse used as an accommodation who is individually trained to do work or perform a task for the benefit of an individual with a disability. These tasks include but are not limited to guiding individuals with impaired vision; alerting individuals who are hearing impaired; alerting and protecting a person who is having a seizure; pulling a wheelchair; or reminding a person with mental disability to take prescribed medications.
Campus	Means any building or property owned or controlled by Florida International University within the same reasonably contiguous geographic area of the University and used by the University in direct support of, or in a manner related to, the University’s educational purposes (including residence halls) and property within the same reasonably contiguous geographic area of the University that is owned by the University but controlled by another person, is used by students, and supports the University’s purposes (such as food or other retail vendor). At Florida International University, as of the effective date of this policy, “Campuses” include, without limitation, the Modesto A. Maidique Campus, the Biscayne Bay Campus, the Engineering Center, the FIU at I-75; the Miami Beach Urban Studios (MBUS) on South Beach; the Marriott Tianjin China Program; Aquarius, The Wolfsonian; The Jewish Museum of Florida-FIU; the Metropolitan Center, FIU Downtown on Brickell, and the Rookery Bay National Estuarine Research Reserve; and any other location that may be acquired or established after the posting of this policy.
ADA	Americans with Disabilities Act – prohibits discrimination against people with disabilities

ROLES AND RESPONSIBILITIES

Supervisors: will not allow under any circumstance animals in the workplace except as outlined above.

OCR: will review requests for an accommodation and will notify the employee and supervisor if an accommodation can be allowed.

RELATED RESOURCES

Policy 2509.002 Service and Emotional Support Animals on Campus Americans with Disabilities Act of 1990



CONTACTS

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HISTORY

Initial Effective Date: July 2005

Review Dates (*review performed, no updates*): N/A

Revision Dates (*updates made to document*): February 12, 2021; February 1, 2024; May 7, 2025; February 12, 2026 (update to unit names).