

University of Lincoln

Animals on Campus Guidance for Staff

Introduction

This guidance has been developed to provide clarification on the presence of animals within the University, to ensure the wellbeing of staff and the needs of those who may interact with animals on campus are met.

Definitions

Assistance animal/dog

An assistance animal – typically a dog - has been specifically trained to assist disabled people and which has been qualified by one of the organisations registered as a member of Assistance Dogs (UK) or an equivalent organisation in another country.

Emotional support/therapy animals

Emotional support or therapy animals is a general term often used to describe animals that are used to benefit people in a therapeutic way.

Working animals

An animal that forms part of University activity on site e.g farm animals, animals trained to provide a service or those that are involved in specific research or teaching activity.

Pets

A domestic or tamed animal kept for companionship or pleasure.

Assistance Dogs

The University recognises that some employees rely on an assistance dog for support with physical tasks, and fully supports open access for such dogs unless there is a genuine safety risk.

Assistance dogs may therefore be taken into most areas of the University including catering outlets, sports facilities, the library and most teaching areas. They could potentially be excluded from specific animal units and laboratories without prior approval from the employee's line manager and Health and Safety.

Owners of assistance dogs are encouraged to consider obtaining third party liability insurance.

For further information on how an assistance dog is defined, please visit: [Assistance Dog - ADUK](#)

Assistance dog etiquette

Staff are reminded that assistance dogs are working animals at all times whilst wearing their jacket/lead and should not be distracted from their duties. Please ensure that you:

- Speak to the handler not their dog
- Ask to interact with the dog before doing so
- Don't feed the dog or give them treats
- Give assistance dogs the right of way

Emotional support/ therapy animals

The University understands the positive impact animals have on wellbeing and in providing emotional assistance however, there is no current recognition for these to be classed as assistance animals under UK law.

Emotional support or therapy animals are therefore not permitted inside any building, workspace, or office environment on any University of Lincoln campus.

The University will continue to monitor their legal status and update this guidance accordingly.

Working animals

Any member of staff wishing to use an animal in a capacity which can be defined as “working” must ensure a suitable and sufficient risk assessment is completed with their line manager and Health and Safety. The animal must only be brought into (and housed) in specialist facilities provided by the University, or in alternative locations approved via the risk assessment. Examples of considerations include:

- Training and competency of handlers
- An assessment of the animal
- Emergency evacuation procedures in relation to the animal. Site evacuation procedures must not be hindered (e.g. occupants must not reenter a building to evacuate an animal). How will the animal respond in the event of an alarm activation?
- Site occupants in the vicinity of the animal
- Location of the animal
- Period of time the animal will be on site

Staff are to be vigilant and mindful of their own safety, the safety of others and the welfare of all animals on campus.

Pets

The University recognises that pets are an important part of many staff members lives however, they are not permitted inside any building, workspace, or office environment on any University of Lincoln campus.

Dog walking

Staff are encouraged to make use of University grounds and public rights of way.

Dog owners should always adhere to signage requiring their dog to be kept on a lead, and ensure they use the bins provided to clean up after them.

The University does not support or condone animals being left in cars on campus or being tethered unattended outside buildings or in the University grounds.