

assessment of the following factors: the type, size, and weight of the miniature horse and whether the facility can accommodate these features; whether the handler has sufficient control of the miniature horse; whether the miniature horse is housebroken; and whether the miniature horse's presence in a specific facility compromises legitimate safety requirements that are necessary for safe operation.

- b. Emotional Support Animals ("ESAs"): An ESA is a companion animal which provides therapeutic benefits, such as alleviating or mitigating symptoms of a person's disability. ESAs are not service animals. However, an ESA may be permitted on campus as a reasonable accommodation. Prior approv

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- ii. Whether the animal's presence would force another individual from using that space (e.g. food for

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a. Permitted Inquiries

- i. In general, members of the St. Norbert College community should not ask about the nature or extent of a person's disability. However, as permitted by the ADA, if it is not obvious that the animal is required because of a disability, the handler may be asked:
 - If the animal is required because of a disability
 - What work or task the animal has been trained to perform
- ii. The handler should not be asked for documentation, such as proof that the animal has been certified, trained, or licensed as a service animal. Generally, St. Norbert College community members should not make inquiries about a service animal when it is readily apparent that an animal is trained to do work or perform tasks for an individual with a disability (e.g., if the dog is observed guiding an individual who is blind or has low vision, pulling a person's wheelchair, or providing assistance with stability or balance to an individual with an observable mobility disability).

b. Areas Off Limits to ESAs and Service Animals

- i. ESAs are permitted only in the building(s) or other areas of campus approved through the reasonable accommodation process.
- ii. While service animals are generally allowed to go anywhere on campus that the handler can go, there are certain areas where the presence of a service animal fundamentally alters the nature of a program or activity or is disruptive. Examples of the areas that are off limits to service animals include:

Research Laboratories: The natural organisms carried by service animals may negatively affect the outcome of the research. At the same time, the chemicals and/or organisms used in the research may be harmful to service animals.

Mechanical Rooms/Custodial Closets: Mechanical rooms, such as boiler rooms, facility equipment rooms, electric closets, elevator control rooms and custodial closets, are off-limits to service animals. The machinery and/or chemicals in these rooms may be harmful to animals.

Food Preparation Areas: Food preparation areas are off limits to service animals per health codes.

Areas Where Protective Clothing is Necessary: Any room where protective clothing is worn is off-limits to service animals. Examples include chemistry laboratories, wood shops, and metal/machine shops.

Areas Where There is a Danger to the Service Animal: Any room, including a classr

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