

 <b>STANISLAUS COUNTY COMMUNITY SERVICES AGENCY</b>	Developed by/Date: Delilah Vasquez 8/2019	Page: 1 of 2	Number: 7.27
	Reviewed by/Reviewed Date: CSA Exec Team 8/12/2020	Replaces: NEW	Subject: Administrative
Title: <b>Facility Dog in the Workplace</b>		Approved: 8/12/2020	

**Policy** 
**Procedure** 
**Guideline**

**Purpose**

This policy defines the guidelines under which facility dogs are allowed in CSA facilities. It is intended to govern the treatment and control of facility dogs in CSA facilities, and to minimize the potential health and safety risks to staff and visitors that may result from the presence of facility dogs.

**Policy**

- Pets are not allowed in CSA facilities.
- Facility dogs that are trained to work alongside a professional in a service capacity to assist others are allowed into CSA facilities.

**Facility Dog**

A facility dog is a dog that is trained and partnered with a professional facilitator working in a child advocacy center or out in the field responding to crisis calls or requests for other types of support. Canine Companions for Independence (CCI) facility dogs are trustworthy in professional environments and can perform over 40 commands designated to motivate and inspire clients with special needs, and offer a sense of control to those who have experienced abuse/trauma or who have witnessed violence. The work or tasks performed by a facility dog are in a public setting interacting with an array of clients daily. Approval by the CSA Director is required for a facility dog to be on premises.

Facility dogs are working animals, not a pet.

Although facility dogs do not qualify as a Service Animal under the Americans with Disabilities Act (ADA), a facility dog is required to pass the same public access test that service, hearing and guide dogs are required to pass. This certifies that the dogs are stable, well-behaved, unobtrusive to the public, under control of its handler, and will not create a public hazard.

**Department and Handler Responsibility**

The following conditions apply to facility dogs that are brought into CSA facilities:

- The facility dog must always be under the direct physical control of the designated handler unless they are directly serving clients.

- A designated handler of a facility dog cannot be asked to remove his/her facility dog from the premises unless: (1) the animal is out of control and the animal's handler does not take effective action to control it or (2) the animal poses a direct threat to the health or safety of others.
  - CSA staff will immediately communicate with their supervisor/manager if assistance is needed regarding the control of a facility dog.

## **Handler Responsibility**

General Handler Responsibilities include:

- The designated handler will care for the animal in a responsible way that ensures the safety of those in CSA facilities, as well as the safety of the animal.
- The designated handler will ensure the animal relieves itself outside, will clean up after the animal and dispose of the animal's waste properly, and ensure that the animal is clean, groomed, and in a healthy condition without fleas or ticks.
- If an "accident" (environmental soilage with fecal, urinary or emesis material) occurs, the designated handler shall attend to the clean up by appropriately disposing of the waste and disinfecting the soiled area. The designated handler should also immediately notify the day porter or on-site facility manager to have the area thoroughly cleaned.

## **Staff Responsibility**

- Staff must respect the working team (animal and handler) by not petting or distracting the animal without permission and respecting the designated handler's decision to deny permission as appropriate.
- Facility dogs should not bother other employees and should not be played with or fed without the express permission of the designated handler.
- Staff must refrain from deliberately startling a facility dog.
- Staff must refrain from separating or attempting to separate a partner/handler from his or her facility dog.
- Individuals with concerns regarding a facility dog at work must take responsibility to bring the issue to the attention of the designated handler or the animal handler's supervisor. Handlers must be respectful and responsive to their co-workers and colleagues by taking responsibility to resolve such concerns.