



## **NDNU Pet Policy**

### **Policy brief & purpose**

NDNU's **pets in the workplace policy** outlines our rules for bringing, caring for and supervising pets in NDNU company's offices.

NDNU believes that pets can foster a friendlier and happier workplace. They're fun, playful and can have a positive influence on our work. NDNU will allow employees to have their pets at work when they wish. If Stanford exercises its option to purchase the NDNU campus, once the purchase is final, we expect that Stanford's animal policy will be in effect rather than this policy. Stanford has a very strict NO ANIMAL POLICY

However, NDNU wants to make sure that animals won't disrupt our operations, damage properties or cause medical issues to other employees. We expect everyone to read and respect this policy.

### **Scope**

This policy refers to all our employees, visitors, contractors and consultants.

It applies to any space NDNU owns where employees perform their job duties.

### **Policy elements**

Employees who own pets can choose to bring them to their workplace. They should always consult with the HR department to:

- Inform HR that their pet is adequately trained
- Present current documentation of insurance policy that covers their pets
- Provide proof that their pets are clean, properly vaccinated and free of parasites
- Ensure their pet will not cause allergies or other medical problems for their coworkers

- Sign waivers that state their pet's information and their owner's responsibility towards them

### **What pets are allowed?**

Office pets are usually dogs and cats, but any pet that's well-trained and not potentially dangerous or unpleasant is also allowed. Young animals aren't allowed until they're adequately trained. Pets like snakes, spiders and bunnies (which chew up cords) are prohibited in the workplace.

Certain large dog breeds, like pit bulls, should be on a leash and their movements restricted to their owner's office space. Their owner is responsible for informing others of their dog's presence, preferably with a sign. The HR department can give specific instructions about those pets.

When pets get sick, owners should leave them at home.

### **Owner's responsibilities**

Generally, NDNU wants to ensure that the institution and employees' pets are cared for properly. Pet owners should clean up after their pets. They're solely responsible for their pet's behavior and well-being. They should supervise their pets in the workplace or know their location at all times. More specifically, they should make sure their animal doesn't:

- Make a mess
- Fight with other office pets
- Wander in prohibited places
- Endanger themselves or others
- Damage company or employee property
- Annoy coworkers (e.g. barking constantly, climbing on their desks)

If any of these occur or other misbehaviors, or aggressions occur, or if any employee reports a dissatisfaction or disturbance by an employee's pet, the privilege of bringing a pet to the workplace will be revoked for that employee. HR will be the department where complaints should be referred. Employees will also be responsible for any expenses and cleaning resulting from their pet's behavior.

Owners can leave work to walk their dogs on their lunch breaks. They should avoid using up excessive work time to look after their pets. If a pet needs constant care and attention, their owner may be instructed to leave them at home. Same goes for days that their owner has a busy schedule and won't be able to supervise them.

Pet owners are advised not to leave pets in their vehicles for great periods of time. In some jurisdictions, leaving pets in cars confined or unattended, in conditions that may endanger them, is illegal. Pet owners are obliged to know the law. When employees use company vehicles, we prohibit them from leaving pets inside, unattended and without proper ventilation, food/drink, or in extreme temperatures.

### **Areas where pets are prohibited**

There are certain places and times where our company prohibits office pets:

- Labs, basements and attics
- Offices of employees with allergies
- Places with sensitive equipment or material
- Kitchen or cafeteria, where food is served or exposed
- Meeting rooms during meetings with other NDNU employees, e.g. Community Forms, Cabinet Coffees, employee training and other meetings, clients or external parties
- Library (Only Service Animals will be allowed in the Library)

Security personnel, office managers and other employees should inform HR of any unattended or misbehaving pets at work.

The HR department may instruct employees to restrict their pets at certain instances (e.g. company parties). We expect employees to comply with those instructions.

In cases when the number of pets in the office becomes excessive, NDNU will have to restrict the number of pets allowed. Employees can then bring their pets to work according to a schedule.

### **Complaint process**

We want all employees to feel safe in their workplace. If an employee has concerns or problems resulting from a pet at work, they can follow this process:

1. Talk to the pet's owner in case they can resolve the problem immediately
2. Reach out to their supervisor explaining their issues
3. Consult the HR department if they don't get a satisfactory response
4. File an official complaint

If the employee/s has/have a medical or personal issue (e.g. allergy, phobia), they can directly contact the HR department about their situation.

Supervisors should take their employees' concerns seriously and investigate as soon as they receive complaints or contact HR who will investigate and resolve the situation.

This policy doesn't prohibit service animals (animals trained to perform tasks for the benefit of a person with a disability.) They are allowed to move freely with their owners. If any problem arises because of service animals, we will make appropriate accommodation to resolve it. This falls to the discretion of the HR department. But we won't, under any circumstances, create problems for our employees with disabilities.

We also instruct employees not to feed other employees' pets at work, if not authorized.

