

Pets in the Workplace

Key Points:

- Pets such as therapy or service dogs are permitted in MISD buildings.
 - Per Board Policy GA (LEGAL):

“No person with a disability may be denied admittance to any public facility in the state because of the person’s disability Regulations relating to the use of public facilities by any designated class of persons from the general public may not prohibit the use of particular public facilities by persons with disabilities who, except for their disabilities or use of assistance animals or other devices for assistance in travel, would fall within the designated class.” *Human Resources Code 121.003(c)-(e)*
 - Staff should not bring personal pets to work. This includes after hours and on holidays and weekends.
 - Guidelines should be consistently enforced throughout the District.
 - Any employee requesting to bring a service animal to assist with work or a therapy animal to assist children must be cleared by the District.
 - Owners/ handlers of service or therapy animals will be responsible for the animal at all times. The owner is required by the District’s insurance carrier to provide liability insurance for the animal. Current verification of insurance shall be retained by Shelley Taylor in Risk Management.
 - Classroom animals that are part of the curriculum or utilized in a science project must be kept in containers/cages and are the responsibility of the teacher. Approval for classroom animals will be granted by the administrator based on an assessment of potential for disease, risk of harm (mental or physical), or risk of allergic reactions of all individuals in which the animal may come in contact within the building.
- * See Service Animal Guidelines