

ANTRIM COUNTY
EMPLOYEE PETS PROHIBITION IN THE WORKPLACE
POLICY
Adopted September 5, 2019

POLICY:

Antrim County has the responsibility to provide to its Employees a workplace free from unnecessary distractions in order that Employees are provided with an efficient and effective work environment conducive to providing a high quality of public service to the citizens of Antrim County. The County is responsible for the security, health, and safety of its employees. In order to accomplish this objective, it is necessary to provide a workplace free from unsafe working conditions and conditions that may put the County at a risk for potential liability.

Therefore, it is the policy of Antrim County, that employees are prohibited from bringing pets or other animals into the workplace. This applies to all County buildings, premises, and vehicles, with the noted exceptions below. The factors supporting this prohibition include, but are not limited to:

- Animals can spur allergic reactions among co-workers and members of the public;
- Work is disrupted because of the recurring need to care for the pet;
- Non-hygienic;
- Fears that some employees and members of the public may have of animals ; and
- Liability for the County should an employee or citizen be bitten or injured by a pet brought to the workplace.

EXCEPTIONS:

The County acknowledges that the following exceptions to this policy may apply due to Federal and/or State laws, County departmental requirements, and promotion of public safety and awareness. For these reasons, the following exceptions include:

- Service Animal Exception: In accordance with the Americans with Disabilities Act (ADA), an employee that meets the definition of an individual with a disability, may be permitted the use of an animal in the workplace. The ADA defines a service animal as any guide dog, signal dog, or other animal individually trained to provide assistance to an individual with a disability. A service animal is not a pet. **Please see Service Animal Policy.**
- Police K9 Service Dog Exception: A separate Standard Operation Procedure (SOP) has been established by Antrim County Sheriff's Office, which by its terms requires the unique services of a police K9 animal.
- Animal Control Exception: Due to the nature and scope of the responsibilities and duties required by the Antrim County Animal Control Officers, animals impounded and taken into custody may be held temporarily until animal is transferred to an off-site location or person.