

JORDAN SCHOOL DISTRICT
SERVICE ANIMAL AGREEMENT–EMPLOYEES
Americans with Disabilities Act/Utah Code Annotated 62A-5b-104

A service animal is the personal property of the employee. Neither the Jordan School District nor its Board of Education assumes responsibility for training, daily care, or healthcare of the service animal. Neither the Jordan School District nor its Board of Education assumes responsibility for personal injury or property damage arising out of or relating to the presence or use of service animals on Jordan School District premises or at District-sponsored events and activities.

Employee Name: _____ School/Department: _____

Effective Dates: _____ (start) to _____ (current school year)

A Service Animal is defined as: Any dog or miniature horse that is individually trained to work or perform tasks for the benefit of an individual with a disability. An animal’s presence for emotional support, well-being, comfort or companionship does not constitute a service animal under this definition.¹

Is the animal trained to perform a disability-related service? YES NO

What service is the animal trained to perform? _____

Documentation Required

I understand that as an owner/handler of a service animal, I must provide annual proof of the following:

1. Annual license from Salt Lake County, which includes proof of rabies vaccination. For more information, see: <https://slco.org/animal-services/licensing/>

_____ **Date documentation provided to JSD administrator**

2. Proof of required vaccinations, including but not limited to DHLPPC (Distemper, Hepatitis, Leptospirosis, parenteral CPIV vaccine, Parvovirus, Coronavirisu) and Rabies, and Bordetella.

_____ **Date documentation provided to JSD administrator**

3. Proof the animal has been spayed or neutered.

_____ **Date documentation provided to JSD administrator**

¹ Jordan School District recognizes the importance of service animals as defined by the Americans with Disabilities Act (ADAAA). Utah State law (62A-5b-104) provides similar access to public facilities for individuals who are training service animals. Because Utah law does not further clarify what it means for an animal to be “in training,” we use a definition based on accepted practices suggested by Assistance Dogs International (ADI). A service dog-in-training is a dog, accompanied by its trainer that is undergoing individual training to provide specific disability-related work or service for an individual with a disability. This does not include obedience training or socialization of puppies who may later become service animals (generally at about 12-18 months of age). Adult dogs are recognized as being “in training,” to provide disability-specific assistance only after they have completed an earlier period of socialization (obedience training, being house broken, getting acclimated to public places and everyday activities as pets). Puppies being socialized for possible future training as a service animal are not yet considered to be service animals in training. The determination of whether an animal is a service animal in training will be made on a case-by-case basis.

Owner/Handler Responsibilities

1. Service animals must be kept free of fleas and ticks; the animal should be groomed and clean to minimize shedding and dander.
2. Owner/handler of a service animal is liable for any harm or injury caused by the animal to other students, staff, visitors, and/or property.
3. A service animal must have a harness, leash or other tether at all times. Unless either the handler is unable because of a disability to use a harness, tether, or leash or the use of the harness, leash, or tether would interfere with the service animal’s safe and effective performance of the service for which they are trained.
4. The service animal must be under the owner/handler’s control at all times.
5. The District (and its respective schools) is not responsible for the care or supervision of a service animal, including walking the animal or responding to the animal’s need to relieve itself (and disposing of the animal’s waste).
 - a. The District (and its respective schools) is not responsible for providing a staff member to walk the service animal or provide any other care or assistance to the animal.
 - b. Employees with service animals must care for and supervise their animals. Issues related to the care and supervision of service animals will be addressed on a case-by-case basis.

Removal of a Service Animal

A school/department administrator may ask the owner/handler to remove a service animal from a school/department or from a school/department function if any one of the following circumstances occur:

1. The service animal is a danger or nuisance to others, as determined by the school/department administrator—in accordance with the Americans with Disabilities Act of 1990, 42 U.S.C. Sec. 12102.
2. The animal is out of control and the owner/handler does not take effective action to control it. The definition of out of control includes jumping on people, running away from the owner/handler, barking (not associated with the service the animal is trained to perform), biting, or otherwise interfering with the safety of others or with the operation of the school/department.
3. The animal is not housebroken.
4. The animal’s presence would fundamentally alter the nature of the service, program, or activity of the school/department.

I have read and understand this Service Animal Agreement and agree to abide by these terms.

Employee Name (Printed)

Date

Employee Name (Printed)

Office of the General Counsel Representative (Printed)

Date

A copy of this Service Animal Agreement will be maintained in the Office of General Counsel.