

 BRANDON UNIVERSITY	Service Animal Policy		
Board of Governors Policy	Policy Sponsor:	President and Vice Chancellor	First Approved: <i>26 November 2016</i>
	Primary Contact:	Associate Vice-President (People and Talent) and Dean of Students	Last Updated: <i>25 January 2025</i>
	Approved by	Board of Governors	Review Scheduled: <i>2029-2030</i>

1. PURPOSE

Brandon University recognizes the diversity of its students and employees and is committed to providing a learning and working environment in which all members of the University community are treated in a fair and equitable manner while respecting the inherent dignity of all people. The University acknowledges its responsibility to remove barriers in accordance with *The Accessibility for Manitobans Act*. Brandon University welcomes the presence of a service animal on our campuses.

2. SCOPE

This policy applies to:

- All students (full-time, part-time), all employees (full-time, part-time, casual, contract) volunteers, and visitors to the campus.
- All other persons who provide goods, services or facilities on behalf of the university.

3. DEFINITIONS

Disability: as defined in *Accessible Canada Act*, disability means any impairment, including physical, mental, intellectual, cognitive, learning, communication or sensory impairment that hinders a person's full or equal participation. Disabilities may include, but are not limited to, blindness or visual impairment, deafness or hearing impairment, intellectual or developmental disabilities, mental health issues and chronic illness.

Manitoba Human Rights Code: provincial legislation which prohibits unreasonable discrimination in areas such as employment, housing, accommodation, the provision of services or contracts, and signs and notices.

Partner: refers to the person with the disability requiring the service animal

Policy: means the *Service Animal Policy*

Service Animal: The *Manitoba Human Rights Code* defines a service animal to be an animal that has been trained to provide assistance to a person with a disability that is related to that person's disability. Animals that provide comfort and companionship and that are not trained to assist with a person's disability are **not** service animals.

The Accessibility for Manitobans Act: Under this legislation, the Government of Manitoba has mandated that public sector organizations, such as universities, help remove barriers by providing a more encouraging and welcoming environment for all students, employees, and visitors.

University: means Brandon University

4. POLICY

Brandon University welcomes the presence of service animals for persons with disabilities as they are reasonably required to access the university.

Service animals perform various tasks and provide services for people with disabilities. For example, a service animal may do any of the following:

- Guide a person who is blind
- Alert a person who is deaf
- Pull a wheelchair
- Alert or protect a person who is having a seizure
- Remind a person with a mental illness to take their medication

Service animals are typically easy to identify (usually by a special harness or vest) and are under the care and control of their owner or partner (harnessed, leashed, or tethered) when working, unless doing so interferes with the work or task they are to perform.

There is no standard identification or certification of service animals in Manitoba. Therefore, any animal that is defined as being trained, including, self-trained, to provide assistance to someone with a disability, may be a service animal for the purpose of *The Manitoba Human Rights Code*. A service animal must always be in the care and control of their owner. If they are unable to control the animal's behaviour, they may be refused access.

5. POLICY AUTHORITY

- **Policy Sponsor:** President and Vice Chancellor

Primary Contacts:

The Associate Vice-President (People and Talent) and the Human Resources office for employees and visitors.

The Dean of Students and the Student Accessibility office for students.

- **Approval Authority:** Board of Governors

6. RELEVANT LEGISLATION

- [Accessible Canada Act](#)
- [Freedom of Information and Protection of Privacy Act \(FIPPA\)](#)
- [Manitoba Human Rights Code](#)
- [Manitoba Human Rights Commission](#)
- [Personal Health Information Act \(PHIA\)](#)
- [Personal Information Protection and Electronic Documents Act \(PIPEDA\)](#)
- [The Accessibility for Manitobans Act](#)

7. RELATED DOCUMENTS

- Appendix A – Procedures
- Manitoba Human Rights Commission Guidelines - [Discrimination against persons with disabilities who use service animals](#)