

WEST VIRGINIA STATE UNIVERSITY
West Virginia State University
Board of Governors Policy # 67

Title: Animals on University Property

Section 1. General

- 1.1. Scope: The purpose of this policy is to provide policies and guidelines to provide a safe and healthy environment for members of the campus community to study, work, and live with regard to individuals bringing animals onto university owned or controlled property. This policy further addresses service animals, emotional support animals and therapy animals on the premises of WVSU owned, controlled or utilized properties.
- 1.2. Authority:
The Americans with Disabilities Act as Amended;
Section 504 of the Rehabilitation Act of 1973;
Title VIII of the Civil Rights Act of 1968 as amended by the Fair Housing Amendments Act of 1988;
W. Va. Code § 18B-1-6; and
West Virginia's White Cane Law; W. Va. Code § 5-15-1, et seq
- 1.3. Application: This policy shall apply to all individuals on any West Virginia State University owned or controlled premises including any premises the West Virginia State University Research and Development Corporation utilizes.
- 1.4. Effective Date: July 17, 2023

Section 2. Definitions

- 2.1. Assistance Animals. The term "assistance animal" is an overarching term utilized by the US Department of Housing and Urban Development that refers to both service animals as well as emotional support animals as defined below. Under this reference is an animal that either: (1) works, provides assistance, or performs tasks for the benefit of a person with a disability; or (2) provides emotional or other type of support that alleviates one or more identified symptoms or effects of a person's disability.
- 2.2. Controlled Space. For purposes of this policy, controlled spaces are not public spaces. Controlled spaces are defined as any indoor area owned or controlled by the University, and any outdoor area owned or controlled by the University with limitations on use or access (e.g., practice fields, stadiums, farm, tennis courts, etc.). Areas open to the public (i.e., streets, lawns, sidewalks, parking lots) with no limitations on access are not controlled spaces.

- 2.3. Companion Animal/Pet. A domesticated animal kept for pleasure rather than utility. Such animal commonly includes a dog, cat, small bird, rabbit, hamster, gerbil, other rodent, fish, turtle, or other small, domesticated animal that is traditionally kept in the home for pleasure. Reptiles (other than turtles), barnyard animals, monkeys, kangaroos, and other non-domesticated animals are not considered common household animals.
- 2.4. Owner/Handler. An individual with a disability who is the owner or user or trainer of a service animal or ESA, or the owner or individual bringing an animal onto University property.
- 2.5. Emotional Support Animal. Any animal that provides emotional and/or psychological support for the benefit of a person with a disability or provides emotional support that alleviates one or more identified symptoms or effects of a person's disability, as defined by the ADA. Such animal may afford an individual with a disability an equal opportunity to use and enjoy a dwelling, workplace, or other area, provided there is a nexus between the individual's disability and the assistance the animal provides. ESA's are not service animals.
- 2.6. Fair Housing Act. The law that prohibits discrimination in the buying, selling, renting or financing of housing.
- 2.7. Performance Animal.
- 2.8. Person with a Disability. A person with a physical or mental impairment that substantially limits one or more major life activities, has a record of such impairment, or is regarded as having such impairment.
- 2.9. Public Spaces. Indoor and outdoor areas that are open to the general public. Classrooms, residence halls and most employee workspaces are not generally considered public spaces.
- 2.10. Service Animal. A dog that is individually trained to do work or perform tasks for a person with a disability (e.g., guiding people who are blind, alerting people who are deaf, pulling a wheelchair, and alerting /protecting a person who is having a seizure). The tasks performed by a service animal must directly relate to the individual's disability. In some circumstances, a miniature horse may be considered a service animal. The provision of emotional support, well-being, comfort, or companionship does not constitute work or tasks for the purposes of defining a service animal.
- 2.11. Service Animal in Training. A dog (or in limited circumstances, miniature horse) that is undergoing training by a competent trainer and/or their owner(s)/handler(s).
- 2.12. Therapy Animal. Animals involved in the therapeutic intervention of animal-assisted therapy. It involves the use of animals to help with physical, social, emotional, or cognitive functioning. Alternate references include pet therapy, animal-assisted therapy, or pet-assisted therapy.
- 2.13. University Property. For purposes of this policy, University property includes all areas owned or controlled by the University.

Section 3. Overview

- 3.1. All individuals are generally prohibited from bringing animals onto University owned or controlled public spaces or into any buildings or other controlled spaces on University property. Animals are only permitted inside University buildings or outside on University owned property in accordance with this Policy.

- 3.1.a Under the following circumstances, allowances for animals on campus can or will be made:
- Individuals with disabilities are allowed to bring assistance animals (service animals and approved emotional support animals) on and/or into controlled spaces as provided below.
 - Students who are approved for a designated companion animal residence hall space are allowed to bring an approved pet to their assigned residential space.
 - Faculty and staff are permitted to have companion animals in University-owned housing units to the extent permitted by the lease governing their rental agreement.
 - Approved individuals with therapy and performance animals are permitted in specified locations on campus or in University controlled spaces off-campus.
- 3.2 The University is responsible for designating the public and controlled areas of campus to which domestic animals will be allowed. Such designated spaces will be outlined in the associated administrative procedures.
- 3.3. The following federal or state statutes and regulations will factor into decisions regarding animals allowed in or on University property.
- 3.3.a The Americans with Disabilities Act.
- 3.3.a.1. Titles II and III of the Americans with Disabilities Act are enforced by the Department of Justice and define what constitutes a service animal. Under these titles, a service animal is defined as a dog which is individually trained to do work or perform tasks for people with disabilities. Some miniature horses which have been appropriately trained may also meet the definition of service animals under these two titles. These two titles do not include references to emotional support animals as being considered as an accommodation.
- 3.3.a.2. The Equal Employment Opportunity Commission (EEOC) enforces Title I of the ADA. Title I of the ADA does not define service animals nor does it exclude emotional support animals.
- 3.3.b. The Fair Housing Act as part of Title VIII of the Civil Rights Act of 1968, is U.S. federal legislation that protects individuals and families from discrimination in the sale, rental, financing, or advertising of housing. It requires a landlord such as West Virginia State University to make "reasonable accommodations" in rules, policies, practices, and services. Pursuant to this act, housing facilities must allow service dogs and emotional support animals, if necessary for a person with a disability to have an equal opportunity to use and enjoy the home. To fall under this provision, the individual must have a disability and must have a disability-related need for the animal. The animal must work, perform tasks or services, or alleviate the emotional effects of the individual's disability in order to qualify.
- 3.3.c. Similarly, Article 11A – the West Virginia Fair Housing Act, prohibits discrimination in renting housing based on disability and requires landlords to accommodate assistance animals further defined as any service or support animal that weighs less than 150 pounds. The animal need not be certified or have specific training. However, a landlord need not allow an assistance animal that would pose a direct threat to health and safety or that would cause substantial physical damage to the property.

- 3.4. Unless the need for the service animal is readily apparent, the University is not automatically bound to allow service animals on the premises and will proceed through the reasonable inquiry process if there is a request to have a service animal on the premises. In cases where there is a genuine question as to whether it is a service animal, the University will engage in the interactive process required under the ADA.
- 3.5. The University will consider requests for emotional support animals as requests for reasonable accommodations.

Section 4. Service Animals

- 4.1. Service animals are defined as dogs that are individually trained to do work or perform tasks for people with disabilities. Service animals are working animals, not pets. The work or task a dog has been trained to provide must be directly related to the person's disability. Dogs whose sole function is to provide comfort or emotional support do not qualify as service animals.
- 4.1.a. When it is not obvious what service an animal provides, limited inquiries are allowed. Only the following two inquiries may be asked:
 - Is the dog a service animal required because of a disability, and
 - What work or task has the dog been trained to perform?The following are specifically prohibited by the DOJ regulations:
 - asking about a person's disability,
 - requiring medical documentation,
 - requiring a special identification card, vest or training documentation for the dog, or
 - asking that the dog demonstrate its ability to perform the work or task.
- 4.2. The service animal must be trained as a service animal in the specific work or tasks directly related to the person's disability.
- 4.3. In accordance with the Americans with Disabilities Act (ADA) as amended, a service animal is permitted on WVSU properties and is permitted access to all areas of campus, including University buildings and any place of public accommodation, that the owner/handler would otherwise be permitted access.
- 4.4. The ADA and West Virginia law both prohibit public accommodations from charging a special admission fee or requiring an owner/handler to pay any other extra cost to have their service animal with them.
- 4.5. If a student with a service animal plans to reside on campus, the student should notify the University of the need for a service animal's presence in advance of beginning residence on University property with the animal. Such notification allows the University to make appropriate arrangements, offer any necessary assistance prior to the student's arrival on campus, and to notify the University Police Department of the animal's presence in case of an emergency.
- 4.6. Visitors are not required to receive permission from the University prior to bringing a service animal onto University property or in University buildings. University employees with responsibility for maintaining or controlling a specific public or controlled area of campus may ask a whether the animal is a pet, service animal, service animal in training, or assistance animal. Based upon the owner's/handler's answer, the University employee

should follow the guidance at 4.1.a. University employees should make every effort not to repeatedly ask an individual about the status of the animal, once it has been established. A visitor may contact the Disability and Accessibility Resources unit in advance if the visitor has any questions about the rules concerning the presence of a service animal at a specific event or on/in a specific location on campus.

4.7. The service animal shall be licensed, registered, tagged and immunized as applicable and in accordance with the laws, regulations, and ordinances of West Virginia state and county and authorities.

4.7.a. The service animal must maintain current vaccinations, including but not limited to the general maintenance vaccine series and any vaccinations deemed necessary by a licensed veterinarian.

4.7. An individual with a disability may be required to remove their service animal from the premises under the following conditions:

- The animal is out of control and the animal's owner does not take effective action to control it.
- The animal is not housebroken.
- The animal's presence constitutes a fundamental alteration of a university program or service.
- The animal poses a genuine and specific direct threat to the health and safety of others.

4.8. When there is a concern regarding fundamental alteration or health and safety, the unit staff with Disability and Accessibility Resources will be responsible for overseeing the review and addressing requests to prohibit service animal access on a case-by-case basis.

4.9.a. In considering whether an assistance animal poses a direct threat to the health or safety of others, the University will make an individualized assessment, based on reasonable judgment, current medical knowledge, or the best available objective evidence, to determine:

- The nature, duration, and severity of the risk;
- The probability that the potential injury will actually occur; and
- Whether reasonable modifications of policies, practices, procedures, or the provision of auxiliary aids or services, will mitigate the risk. •

4.9.b The staff of the Disability and Accessibility Resources unit shall provide a written statement of explanation to any individual with a disability if a determination is made that the presence of the animal would fundamentally alter the nature of a program, service, or activity.

4.10. If a service animal is prohibited in accordance with this policy, WVSU shall give the owner/handler the opportunity to participate in programs, obtain goods and services or perform tasks without having the service animal on the premises.

4.11. The owner/handler of the animal is responsible for the care and supervision of the animal, as well as for loss of services or any damage or injury caused by the animal while on University property. The owner/handler will be billed for the expense of any damage to University buildings, furnishings, and/or grounds by the animal.

4.12. Owners/Handlers of service animals should exercise extreme caution and must evaluate the potential risks when bringing a service animal into hazardous or high risk areas on campus. Those areas include, but are not limited to, laboratories and agricultural sites. When the safety of the animal or of other people is a concern, an

interactive discussion under the oversight of the Disability and Accessibility Resources unit will occur to establish procedures for the use of the facility on a case-by-case basis.

Section 5. Emotional Support Animal (ESA)

- 5.1. Emotional Support Animals (ESA's) are common household animals (see companion animal definition) which are permitted as an accommodation within an approved individual's assigned campus housing on a case-by-case basis. As outlined in Board of Governor's Policy #66, students or employees seeking approval for an animal on campus as an accommodation will be required to follow the procedure outlined by the Disability and Accessibility Resources unit which includes submitting a request form and documentation utilizing the Disability Verification Form for a determination of eligibility.
- 5.2. Individuals with a disability may be entitled to keep an emotional support animal as a reasonable accommodation in housing facilities that otherwise impose restrictions or prohibitions on animals. In order to qualify for such an accommodation, the ESA support animal must be necessary to afford the individual an equal opportunity to use and enjoy a dwelling or to participate in the housing service or program. Further, there must be a relationship, or nexus, between the individual's disability and the assistance the animal provides. Before an ESA is allowed in a University residence hall, apartment, or other University housing, approval first through the Disability and Accessibility Resources unit is required. Secondly, the Office of Housing and Residence Life will finalize the approval once they have determined there are no issues with the housing space and/or roommates.
- 5.3. In making a determination of allowing an ESA, staff with the Disability and Accessibility Resources unit (in connection with Housing and Residence Life for those students residing in residence halls and the Division of Business and Finance for employees residing in faculty/staff housing), will consider, but is not limited to:
 - The size of the animal
 - Whether the animal's presence would force another individual from that individual's housing (e.g., serious allergies)
 - Whether the animal's presence would violate individuals' rights to peace and quiet enjoyment
 - Whether the animal is housebroken or able to live with others • Direct threat (currently or in the past) to the individual or others
 - Past excessive damage to housing caused by the animal.
- 5.4. Domesticated animals will be considered as long as they are under the control of the owner and can be secured in an appropriate containment system. Such containment systems include:
 - A wet aquarium (not to exceed twenty gallons).
 - A terrarium (not to exceed 40 gallons).
 - Cage/crate (not to exceed four feet on any side).
- 5.5.a. Each student may have only one of the above. Students residing in a duplex with another student or in a suite arrangement with multiple persons may not have more than two of the three options.

- 5.6. ESAs are not generally permitted in other university buildings. Requests for emotional support animals in areas of campus other than the residence hall will be considered on a case-by-case basis to determine if the animal is reasonable and necessary to provide the individual with a disability with an equal opportunity to participate and benefit from the program or service. There must be a clear relationship between the actual impact of the accommodation and how it minimizes the identified barrier to access to the program or service.
- 5.7. ESAs are not trained to perform tasks or recognize particular signs or symptoms. They are distinguished by the close, emotional, and supportive bond between the animal and the owner/handler. An ESA alleviates symptoms of an emotional or mental disability through companionship and affection. ESAs are not considered to be service animals and improperly representing an emotional support animal as a service animal will be considered as a violation under the appropriate disciplinary process.
- 5.8. Once approved by the staff with Disability and Accessibility Resources, the student must review and sign the guidelines for having an animal on campus prior to bringing the animal to campus.

Section 6. Therapy and Performance Animals

- 6.1. Therapy Animals are animals provided by the University for the benefit of the University Community. These animals are permitted access to all areas of campus, including University buildings and any place of public accommodation, that their owner, trainer, or other party responsible for the care of the Therapy Animal would otherwise be permitted access.
- 6.2. Therapy Animals must be approved by the Disability and Accessibility Resources administrative unit. Therapy animals must be accompanied at all times by their owner, trainer, or other party responsible for the care of the Therapy Animal while on campus.
- 6.3. Therapy Animals must be removed from the immediate area by their owner, trainer, or other party responsible for its care, upon request by a Member of the University Community.
- 6.4. Performance animals are those specially trained to engage in activities for entertainment. Such animals may be part of a cultural activity on campus. Performance animals must be approved through the Division of Enrollment Management and Student Affairs.
- 6.4. Any concerns or complaints regarding Therapy or Performance Animals should be addressed to the Division of Enrollment Management and Student Affairs which has the express authority to request immediate remedy of the concern or complaint up-to and including prohibiting the Therapy or Performance Animal from the immediate area where the concern or complaint originated or from campus entirely.

Section 7. Responsibilities of Owners/Handlers for Animals on Campus.

- 7.1. All Domestic Animals brought on campus, regardless of the circumstances, must:
 - 7.1.a. Reside with the person to which they are registered.
 - 7.1.b. Animals must be housebroken. Use of training pads is not permitted in University buildings.

- 7.1.b.1. The owner/handler is required to immediately clean up after the animal relieves itself whether in indoor or outdoor spaces.
- 7.1.c. Be under the complete control of the owner at all times and present no hazard to people or property. The handler is responsible for the behavior of the animal at all times while on university property. Animals on campus are considered as an extension of the owner/handler. Those who bring aggressive or destructive animals on campus will be subject to sanctions under appropriate disciplinary measures, charges under applicable local and state statutes and regulations, and/or monetary consequences.
 - 7.1.c.1. When outside the assigned residential space of the owner/handler, the animal must be secured via a crate or on a leash, cord, chain, or similar direct physical control of a maximum length of six (6) feet, the other end of which is being restrained by a person.
 - 7.1.c.2. If this constraint interferes with a Service Animal's work, or if the individual's disability prevents using these restraint devices, the individual must maintain control of the animal through voice, signal, or other effective controls while still being within six (6) feet of the animal.
 - 7.1.c.3. Physical constraint of the animal does not apply to service animals or ESA's kept within an individual's University housing assignment while the owner is present.
 - 7.1.c.4. Physical constraint of the animal does not apply to Therapy Animals when in their enclosed assigned territory. Signage must be used to indicate whether or not the Therapy Animal is present in its assigned territory.
 - 7.1.c.5. Under no circumstances are pets allowed to move about in public or controlled spaces unsupervised nor without appropriate control measures as outlined in 7.1.c.
- 7.1.d. Not be tethered or secured to a stationary fixture or tree or left unattended on campus. Service animals, ESA's and approved pets may be left unattended for reasonable periods of time in the confines of the owner's/handler's University residence, if properly confined or secured in a cage, kennel, or other means of restriction.
 - 7.1.d.1. A service animal or ESA may be left unattended only for reasonable periods of time, as determined by the appropriate University staff based on the totality of the circumstances. The University may request removal and impoundment of an ESA or service animal left for longer than a reasonable period of time. Owners of impounded animals will be held responsible for payment of any impound and/or license fees required to secure the release of their animals.
- 7.2. Domestic Animals brought to campus must have a valid pet tax identification and current rabies vaccinations and/or any other treatments as suggested by a veterinarian to ensure safety of other pets and the public at large. The owner/handler must also have evidence that the animal complies with all local regulations as well as the veterinarian's advice.
- 7.3. In all cases, the owner/handler of the Domestic Animal is responsible for the animal's behavior, including but not limited to any damage to a person or property caused by the animal.
- 7.4. The owner/handler is financially responsible for any costs associated with the care, maintenance, and removal of the animal. This includes any costs of damage to university property caused by the animal, including but not limited to cleaning, repairs, and pest control deemed necessary by the university.
- 7.5. Owners/handlers are responsible for arranging care in the event of a temporary or permanent separation periods such as campus break periods, travel related to institutional responsibilities, hospitalization of the owner/handler or evacuation in the event of natural or manmade disaster.

- 7.6. The Domestic Animal must be in good health and care. The care and supervision of the animal is solely the responsibility of its owner. Animals that are ill must not be taken into public areas. The animal must remain free of communicable diseases and transmittable parasites. An owner/handler with an ill animal may be asked to remove the animal from WVSU premises.

Section 8. Guidelines for the University Community

- 8.1. To ensure equal access and nondiscrimination of people with disabilities, members of the University must abide by the following practices:
- Allow service animals to accompany people with disabilities on campus;
 - Do not ask for details about a person's disability(ies);
 - Do not pet or interact with a service animal, as it distracts the animal from its work;
 - Do not feed an assistance animal;
 - Do not deliberately startle, tease, or taunt an assistance animal;
 - Do not separate or attempt to separate a person from his/her assistance animal.
- 8.2. If a member of the campus community has a disability that may be affected by the presence of animals, the individual should be directed to contact Disability and Accessibility Resources. The University is committed to ensuring that the needs of all people with disabilities are met and will determine how to resolve any conflicts or problems as expeditiously as possible.

Section 9. University Action Regarding Animals on Campus.

- 9.1. Access to University property may be restricted or revoked under the circumstances outlined below. Restrictions or exclusions will be considered on a case-by-case basis. The University reserves the right to remove or exclude an approved animal from University property including, but not limited to the following circumstances: □The animal poses a direct threat to health and safety
- The handler does not maintain control of the animal, including but not limited to during any interactions with other animals
 - The presence of an animal fundamentally alters a University program
 - Improper/Inadequate care of the animal is exhibited, including if the animal is not housebroken
 - Damage or harm is caused by the animal
 - The handler violates any of the responsibilities as outlined in this policy.
- 9.2. If the presence of an animal poses a direct threat to the health and safety of others, the University reserves the right to remove or exclude an animal from University property. If an animal presents an immediate threat to persons or property, members of the University community should contact the University Police Department as soon as reasonably possible. The following are situations in which university employees may ask for an animal to be removed:
- If an owner's/handler's animal is disruptive in the classroom, the instructor may ask the handler and their animal to leave the classroom immediately. • If an

owner's/handler's animal is disruptive in the workplace, the handler's supervisor may ask the handler and their animal to leave the workspace immediately.

- If an owner's/handler's animal is disruptive at a University event, the event organizer may ask the handler and their animal to leave the event immediately.

9.3. The University may take reasonable efforts to remove an animal confined in a vehicle when there appears to be eminent danger or threat to the animal due to inadequate ventilation or temperature conditions. The University is not liable for any associated repair/damage costs to the vehicle for this action and the vehicle's owner assumes full responsibility.

9.4. Abandonment, neglect and mistreatment of any animal by any member of the University community will not be tolerated and no warnings will be issued. The animal will be removed from the situation under the direction of the University Police Department in order to prevent contact with the person(s) responsible. These actions will be subject to the discretion of the responsible University staff and possible referral disciplinary action.

9.5 No animal is allowed to become a nuisance to the members of the University community. A nuisance is defined as, but is not limited to, excessive noise, physical harm to humans or other pets, and destruction of property. The University reserves the right to deem any other act of the animals as a nuisance.

- 9.6. The University retains the right to remove any animal, including service or emotional support animals, from University premises if the safety of others, destruction of property, disturbance, or violation of policy warrants such removal. The removal of any animal and any necessary cleaning, repairs, and/or pest control will be done at the expense of the owner/handler.
- 9.6.a. An owner/handler who leaves their animal unattended for longer than a reasonable period of time may receive one warning. If the behavior continues or is egregious, the University reserves the right to require the owner/handler, or for the University to act unilaterally, to remove the animal from campus and to prohibit the animal from being permitted back onto University property. Under no circumstances are animals to be left unattended in University housing for more than 8 days and 7 nights contiguously or more than 15 days in any given fiscal year.

Section 10. Feral or Wild Animals.

- 10.1. Feral or Wild Animals that are not a risk and do not represent a hazard, cause property damage, or create a public nuisance, and that do not require human intervention, may inhabit the campus grounds.
- 10.2. No person may do anything to attract Feral or Wild Animals to campus, nor may any person feed or set out food or water for Feral or Wild Animals on campus or engage in any other human intervention. Human intervention includes, but is not limited to, attracting animals, feeding, watering, building of shelters for animals, and providing medication.
- 10.3. Feral or Wild Animals that are a potential risk, represent a hazard, cause property damage, create a nuisance, or otherwise pose a potential threat to the health or safety of humans will be regulated, controlled, and humanely relocated in accordance with all applicable West Virginia laws and regulations.

Section 11. Animals not Governed by this Policy.

- 11.1. This Policy does not govern the following animals:
 - 11.1.a. Animals involved in authorized research or teaching being conducted by WVSU or its affiliates under the purview of the institutional animal care and use committee;
 - 11.1.b. Animals owned and used by law enforcement agencies in the exercise of the agency's official duties; and
 - 11.1.c. Animals used for performance on premises or involved in a University-sponsored activity or event, once approved by the University in advance by the Division of Enrollment Management and Student Affairs.

Section 12. Obtaining Information.

- 12.1. If students, employees, or visitors to the University have questions regarding accessibility, need accommodations to participate in University programs and/or activities or have questions about their rights under the ADA, whether they are a qualified individual with a disability, or the documentation required to establish that status, they should contact the

Disability and Accessibility Resources administrative unit. The unit's contact information is available at wvstateu.edu/ada.

Section 13. Policy Violation

131. Any Faculty, Staff, or University volunteer who violates this Policy shall be subject to appropriate disciplinary action.
- 13.2. Any Student who violates this Policy shall be subject to appropriate disciplinary action, up to and including expulsion, in accordance with the Student Code of Conduct.
- 13.3. Other Members of the University Community (excluding those discussed above) who violate this Policy shall be subject to appropriate corrective action, including, but not limited to, issuance of a no trespass order and/or cancellation of relationship with the University.
- 13.4. Owners/Handlers found to be falsely characterizing their animal as an assistance animal may be subject to discipline in accordance with applicable university policies.
- 13.4.a. The University, at its discretion, may make the truth and accuracy of information provided during the process part of the representations made by the student, employee, or in the case of University housing a tenant under a lease or similar housing agreement, to the extent the University requires truth and accuracy of other material information.

Policy History: New Policy

Cabinet Position and Department:

Provost/Vice President of Academic Affairs/Disability and Accessibility Resources

Resources:

Governance Documents

Disciplinary Process for Faculty

<https://www.wvhepc.edu/wp-content/uploads/2020/02/133-9final.pdf>

Disciplinary Process for Staff

<https://www.wvstateu.edu/getattachment/About/Administration/Board-of->

[Governors/Sections/Board-of-Governors-Policies/BOG-Policy-19-\(003\).pdf.aspx?lang=enUS](https://www.wvstateu.edu/getattachment/About/Administration/BoardofGovernors/Sections/Board-of-Governors-Policies/Amendment-EEO-AA-Policy-17.pdf.aspx?lang=enUS) •

Equal Opportunity and Affirmative Action policy

<https://www.wvstateu.edu/getattachment/About/Administration/BoardofGovernors/Sections/Board-of-Governors-Policies/Amendment-EEO-AA-Policy-17.pdf.aspx?lang=en-US>

Student Code of Conduct <https://www.wvstateu.edu/current-students/leadership,-mentoring-andjudicial-affairs.aspx>

Unlawful Discrimination and Harassment, Sexual Harassment, Grievance Procedures, Child Abuse and Neglect Reporting Relationships

<https://www.wvstateu.edu/getattachment/About/Administration/Board-of-Governors/Sections/Board-of-Governors-Policies/BOG-Policy-14-Final-after-ChancellorsReview.pdf.aspx?lang=en-US>

Additional Guidance

Campus Accessibility, wvstateu.edu/ada

Employee Accommodation Overview, wvstateu.edu/workplace-ada

Student Accommodation Overview, wvstateu.edu/sar