

COUNTY OF WASHINGTON Pennsylvania	ANIMALS IN THE WORKPLACE POLICY	PAGE: 1 of 2
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PURPOSE

The purpose of this policy is to assure the health and safety of all employees of Washington County, including visitors (adults and children) and outside vendors. In keeping with this objective, Washington County does not permit employees (Salaried, Elected Officials, Union employees, summer, and temporary employees) to bring their household pets to work.

SCOPE

The policy applies to all Washington County employees (Salaried/Elected Officials/Union employees/summer and temporary employees).

POLICY

The health and safety of all county employees is important.

- No employee should be made to feel uncomfortable in the place which they work as not everyone is comfortable with having animals around them while they are working.
- Animals may pose a threat of infection and may cause allergic reactions in other employees. Some employees may feel threatened or be distracted by the presence of animals, particularly dogs.
- Animals tend to make a lot of noise; they do not fit into the professional surroundings and unwanted noise will make the atmosphere less conducive for work to take place.
- Animals in County buildings will present a safety risk to designated County working dogs who will be unable to perform their duties if distracted by other animals.
- In addition, Washington county wishes to prevent pets from damaging county property or emitting foul odors within or around the office space.

The only exception to this policy is the service animal. An employee who requires the help or assistance of a service animal (as defined by the Code of Federal Regulations 28 CFR 36.104) as "any dog that is individually trained to do work or perform tasks for the benefit of an individual with a disability" will be permitted to bring a service animal to the office, provided that the animal's presence does not create a danger to others and does not impose an undue hardship upon the County. The provision of emotional support, well-being, comfort, or companionship does not constitute work or tasks for the purposes of this definition. It is required that proper documentation must be provided to Human Resources prior to bringing the animal into the County building(s).

<p style="text-align: center;">COUNTY OF WASHINGTON</p> <p style="text-align: center;">Pennsylvania</p>	<p style="text-align: center;">ANIMALS IN THE WORKPLACE POLICY</p>	<p style="text-align: center;">PAGE: 2 of 2</p>
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The employee who brings a service animal to the office is completely and solely liable for any injuries or any damage to personal property caused by the animal. Any repair, cleaning or maintenance costs incurred by the animal will be charged in full to the owner.


Washington County shall not be liable for loss of, or injury to, any service animal brought to the office.


INTERPRETATION AND ADMINISTRATION

The Washington County Board of Commissioners along with the County Solicitor shall be responsible for the overall interpretation and administration of this policy.

ADOPTED this 30th day of November, 2022. Minute # 1162.

COUNTY OF WASHINGTON



 Diana Irey Vaughan,
 Commissioner, Chair


 Larry Maggi,
 Commissioner, Vice-Chair

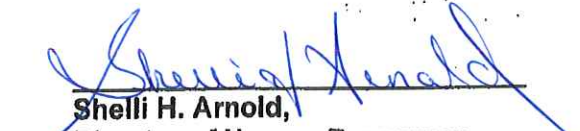

 Nick Sherman, Commissioner

ATTEST:

Approved as to Form and Legality:


 Cynthia Griffin,
 Chief Clerk


 Jana Phillis Grimm,
 County Solicitor


 Shelli H. Arnold,
 Director of Human Resources