

1. Purpose

This policy is designed to ensure compliance with relevant Australian federal legislation, including the *Disability Discrimination Act 1992* (Cth) and any applicable Norfolk Island laws. The policy outlines the criteria for recognising assistance animals, the responsibilities of those bringing any animals onto CUC premises, and the process for addressing any issues that may arise.

2. Scope

This policy applies to the Country Universities Centre Norfolk Island (CUCNI):

- Staff,
- Board members,
- Students,
- Activities and operations undertaken within the Centre.

3. Policy

A. Assistance Animals

Where a student or staff member is seeking access for their assistance animal to CUCNI, approval can be granted. A person with a disability may be entitled to be accompanied by an assistance animal, in public buildings where animals would normally be excluded (The *Disability Discrimination Act 1992* (Cth) (DDA) in Section 9, sets out the legal definition of an assistance animal as a dog or other animal).

CUCNI must be satisfied that the animal is an assistance animal. This can be achieved by providing:

- Assistance animal accreditation (for example, an identity card, pass, passbook, passport, or permit) issued by a state or territory assistance animal training provider,
- A document issued in Norfolk Island (such as by a medical practitioner, police officer, local council or other relevant organisation), or
- Other evidence that shows the animal has been trained to assist a person with a disability to alleviate the effect of the disability and to meet the standards of hygiene and behaviour acceptable for a public place.

Staff must clearly be able to identify an assistance animal by the following:

- An assistance dog badge or medallion (displayed, for example, on its harness, collar, leash, coat, cape, or vest),
- An assistance dog harness,
- A coat, cape or vest clearly identifying them as an assistance animal, or



- An assistance animal identity card, pass, or permit (displayed, for example, on its harness, collar, leash, coat, cape, or vest).

CUCNI retains the discretion to refuse entry to an assistance animal or request that the assistance animal be removed if:

- The animal is shedding and will cause allergic reaction to students or employees at CUCNI,
- The animal presents a danger, or causes injury to other people or animals in the Centre, or
- The animal damages the building or CUC property.

Any damage caused by an assistance animal is the responsibility of the owner. The owner must provide appropriate care for the animal, including feeding, hydration, and restroom breaks, and must clean up any mess from the animal.

B. Companion Animals

In certain circumstances, staff and students seeking to bring a companion animal for emotional support must submit their request, along with a statement explaining why the companion animal should be allowed in the Centre, to the Centre Manager for consideration. The Centre Manager will review the documentation and assess the compatibility of the animal within the learning environment.

Approval will be granted based on the individual's documented need, the animal's behaviour and hypoallergenic characteristics, and the potential impact on the Centre's operations.

Companion animals must be well-behaved, properly trained, and under the control of the owner at all times. They must be clean, properly groomed, and up to date on vaccinations as advised by the veterinarian. The owner of the companion animal is responsible for ensuring that the animal does not disrupt the learning environment or pose a risk to the safety and well-being of others.

The owner must provide appropriate care for the animal, including feeding, hydration, and restroom breaks. Any damage caused by the companion animal to the Centre's property or facilities will be the responsibility of the owner.

4. Resources

- *Disability Discrimination Act 1992 (Cth)*