



# RESEARCH CORPORATION OF THE UNIVERSITY OF GUAM

## RESOLUTION NO. 23-02 RELATIVE TO AUTHORIZING A NO PETS AT WORK POLICY

**WHEREAS**, the Research Corporation of the University of Guam (RCUOG) was established by Public Law 32-114 as a public corporation; and

**WHEREAS**, the purpose of the RCUOG includes the promotion of assigned educational, scientific, and literary pursuits of the University of Guam's grants and contracts through aiding in the development of study, training, and research and to furnish the means and methods to do so; and

**WHEREAS**, RCUOG endeavors to provide a comfortable and safe working environment for all employees; and


**WHEREAS**, during the COVID-19 pandemic RCUOG employees teleworked or were often the only employee in an office; and

**WHEREAS**, since the return of in-office work, RCUOG has noticed an increase in the number of employees who bring their pets with them to work on a daily basis, and in some cases multiple pets per employee; and

**WHEREAS**, RCUOG seeks to maintain an orderly work environment and reduce risk to employees by establishing the No Pets at Work policy.

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Directors approves the RCUOG No Pets at Work policy which is appended to this resolution as Attachment A.

Adopted this 17th day of March 2023.

  
[Thomas Krise \(Mar 28, 2023 08:47 EDT\)](#)

Dr. Thomas Krise, Chairperson

**ATTESTED:**

  
[Shook Ryan \(Mar 30, 2023 16:29 GMT+10\)](#)

Ryan Shook, Secretary










# Resolution\_23-02\_Authorizing No Pets at Work Policy

Final Audit Report

2023-03-30

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# RESEARCH CORPORATION OF THE UNIVERSITY OF GUAM

## **NO PETS AT WORK POLICY**

The Research Corporation of the University of Guam (RCUOG) is responsible for assuring the health and safety of all employees. In keeping with this objective, RCUOG does not permit employees to bring their household pets or any animal to work. Animals may pose a threat to an employee's physical safety, threat of infection, or may cause allergic reactions in other employees. Some employees may feel distracted or uncomfortable by the presence of animals. In addition, this policy prevents pets from soiling office spaces or green spaces around offices and seeks to prevent potential damage to company property.

An employee who requires the help of a service animal (defined by 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 company. RCUOG shall not be liable for the loss of, or injury to, any service animal brought to the office.

The exception to this policy relates to grant projects wherein working animals participate in achieving grant outcomes, such as the Invasive Species Detector Dog Pilot Program. These working animals are near and sometimes in workspaces. However, their care and handling is documented and managed by professional dog handlers as part of a project supported by the Research Corporation.