

Technology Centers (TC) is responsible for assuring the health and safety of all tenants and guests. In keeping with this objective, TC may allow a dog in the building if its health and behavior are acceptable within an office setting, and if it does not adversely affect building operations.

A pet owner wishing to bring a dog to their office should first obtain permission from TC. TC has the right to screen all dogs before they enter the building. Any decision to allow a pet dog to be in the building, or to exclude a pet dog from the building, will be made by the TC. That decision will be final, except in cases involving service animals. Pet owners may be subject to additional cleaning fees or charges for high shedding pets. Tenants will be charged a refundable deposit of **(\$200.00)** to bring pets into the office. If the deposit does not need to be used, it will be returned to tenants at the end of their lease or when they agree to no longer bring their animals into the office.

A tenant 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.

As TC is concerned for the health, safety, and comfort of persons who may come into contact with animals in the building, an animal may be excluded from the office if it:

- causes any person to experience allergic reactions, fear, or any other physical or psychological discomfort;
- distracts any tenant; or
- reduces any tenant's productivity or quality of work.

Any individual with a grievance regarding an animal at the office should bring the matter to the attention of TC.

In addition, the following animals may not be brought to the workplace:

- sick animals;
- animals with fleas or any disease that is communicable to other animals in the office or to humans;
- animals that have not been properly vaccinated, or that have internal or external parasites;
- dogs that bark or behave aggressively; or
- animals that foul the inside or outside of the building.

Animals that have not been spayed or neutered will not be permitted in the building in season.

All dogs must be in the continuous full control of their owners. They should be in the physical presence of the owner, in the owner's office, or in the space around the owner's desk at all times. Owners are expected to clean up, completely and immediately, after their animals.

A tenant who brings a dog to the office is completely and solely liable for any injuries or any damage to personal property caused by the animal. Any repair or cleaning/maintenance costs incurred by an animal will be charged in full to the owner.

TC may, at its discretion, require the dog owner to maintain a liability insurance policy covering damage or injuries caused by the animal while at the office. The company may specify minimum coverage amounts under such a policy, and may require the owner to pay for such coverage.

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