

Policy Title: Allergens

Policy Summary: Implementing Allergen Restrictions Based on Accommodation Requests

Policy Category: Safety, Health and Security

Policy Owner: Provost & Environmental Health & Safety

Policy Summary

In order to accommodate the needs of individuals with severe allergies that rise to the level of a disability, Drake University may at times implement restrictions on food or non-food related allergens.

Purpose

At times, members of Drake's community face the risk of debilitating, and even deadly, anaphylactic allergic reactions to common allergens. The purpose of this policy is to ensure that Drake University is committed to promoting a safe, healthy environment for all of its students and employees.

Scope

This policy applies to all faculty, staff, students and visitors of the University.

Definitions

Allergen – For purposes of this policy allergen means any substance that causes a severe reaction in an individual member of the campus community. The most common allergens include food allergies such as peanuts, tree nuts, milk, eggs, wheat, soy, fish, shellfish, and non-food allergens such as latex. Less common allergens include but are not limited to corn, meat, gelatin, seeds, spices, and certain medications.

Policy

In order to accommodate the needs of individuals with severe allergies that rise to the level of a disability, Drake University may at times implement restrictions on allergens. These restrictions may be campus-wide, or limited to specified areas such as certain residence halls, classrooms, and/or the Drake University student union. Drake University may ban the allergen, or place certain limitations on its use.

If restrictions are imposed, Drake University will make efforts to do so with as little disruption to the campus community as is practicable under the circumstances, and to communicate the restrictions to affected persons within our campus community.

In any event, students with food or non-food related allergies who seek an accommodation for such allergy should contact the Director of Student Disabilities Services. Faculty and staff with food or non-food related allergies who seek an accommodation for such allergy should contact the Director of Human Resources.

Last Review Date: July 2021

Effective Date: August 2015