

g with a Service Dog in the Workplace:

LEGISLATION AND OTHER LEGAL ISSUES

The Americans with Disabilities Act states that the purpose of a service dog is to provide necessary supports for people with significant disabilities. When considering a service dog for work, both the employee and employer should look at the legal hurdles and concerns that have come about for others. Here are a few things to consider:

- Ensure According to a Code of Federal Regulations provision in the ADA, service dogs fall into the category of reasonable accommodations as “auxiliary aids or services.”
- In a 2005 federal case (McDonald vs. the Department of Environmental Quality), the court ruled that service animals are not pets, but are a form of “assistive device that needs to be accommodated.”
- The work or tasks performed by the dog must be related to the person’s disability, such as pulling a wheelchair, assisting an individual during a seizure or helping persons with psychiatric and neurological disabilities by preventing or stopping impulsive or destructive behaviors.



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