

Service Dogs

Service dogs help perform a function for a person that is limited by a disability. For Veterans and Wounded Warriors, they may serve as a vital link for the service member to continue a career of service.

Federal law defines service animal as "any dog that is individually trained to do work or perform tasks for the benefit of an individual with a disability, including a physical, sensory, psychiatric, intellectual, or other mental disability. Other species of animals, whether wild or domestic, trained or untrained, are not service animals for the purposes of this definition. The work or tasks performed by a service animal must be directly related to the individual's disability" (DOJ, n.d.).

Under the [Americans with Disabilities Act \(ADA\)](#), employers have the right to request reasonable documentation that an accommodation is needed (EEOC, 2002). Businesses may also ask if the animal in question is indeed a service animal and what tasks it performs. Some questions or actions businesses are not permissible:

- a. require special identification for the dog
- b. ask about the person's disability
- c. charge additional fees because of the dog
- d. refuse admittance, isolate, segregate, or treat this person less favorably

A person with a disability cannot be asked to remove their service animal from a business unless:

- a. the animal is out of control and the handler cannot or does not take effective action to control it.
- b. the animal poses a direct threat to the health or safety of others.

References.

*Department of Justice (n.d.). Title III regulations. Retrieved June 15, 2011, from http://www.ada.gov/regs2010/titleIII_2010/titleIII_2010_withbold.htm

*Equal Employment Opportunity Commission. (2002). Reasonable accommodation and undue hardship under the ADA. Retrieved June 15, 2011, from <http://www.eeoc.gov/policy/docs/accommodation.html>