

# Service Animals – Employees and Users

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This Policy is not a contract and is not intended to create any obligations on the Laboratory. This Policy may be terminated or changed by the Laboratory at any time, with or without notice.

## 1. Purpose

To establish a policy for the permitted use of service animals for employees and users at Fermi National Accelerator Laboratory (Fermilab).]

## 2. Applicability

This policy applies to all employees and users while working on lab premises. For visitors, the applicable policy is the policy on service animals for visitors to Fermi National Accelerator Laboratory, located at: <http://directorate-docdb.fnal.gov/cgi-bin/RetrieveFile?docid=176>

## 3. Effective date

This policy goes into effect on June 1, 2019.

## 4. Policy

Fermilab prohibits bringing a pet (a domestic animal kept for pleasure or companionship) to work or having a pet in buildings and premises while working, with the exception of service animals for a person with disabilities.

A person with a disability uses a service animal as an auxiliary aid. In compliance with the ADA, service animals are welcome in all buildings on Fermilab property and may attend any meeting or other event. There may be an exception to certain areas where the presence of a service animal fundamentally alters the nature of the work, program or activity, is a hazard to the service animal, or the presence of the service animal could create a hazard for others (e.g. Radiological Controlled Areas, radiation areas, construction sites, construction-like areas). Exception areas are determined by lab management.

All service animals for employees or users must be approved and registered with the HR Department prior to being brought on lab premises.

## 5. Definitions

### Service Animals

“Service animal” is defined by the Americans with Disabilities Act (ADA) as any guide dog, signal dog or miniature horse individually trained to do work or perform tasks for the benefit of an individual with a disability including, but not limited to: guiding individuals with impaired vision; alerting individuals with impaired hearing to intruders or sounds; providing minimal protection or rescue work; pulling a wheelchair; or fetching dropped items. If they meet this definition, animals are considered service animals under the ADA, regardless of whether they

have been licensed or certified by a state or local government. Animals such as “comfort animals”, “therapy animals”, “companion animals” and “emotional support animals” are not service animals as defined by the ADA because they are not trained to perform a specific task for an individual with a disability.

## **6. Responsibilities**

Requirements of service animals and their owners include:

- All animals need to be immunized against rabies and other diseases common to that type of animal. All vaccinations must be current.
- Animals must wear a rabies vaccination tag.
- All dogs must be licensed per state law.
- Service animals must wear an owner identification tag (which includes the name and phone number of the owner) at all times.
- Animals must be in good health.
- Animals must be on a leash, harness or other type of restraint at all times, unless the owner/partner is unable to retain an animal on leash due to a disability.
- The owner must be in full control of the animal at all times. The care and supervision of the animal is solely the responsibility of the owner/partner.
- The owner/partner must provide the HR department staff with information as to how the animal accommodates for the individual’s disability.

Reasonable and safe behavior is expected from service animals while on lab property. The owners of disruptive and aggressive service animals may be asked to remove them from Fermilab facilities. If the improper behavior happens repeatedly, the owner may be told not to bring the service animal into any facility until the owner takes significant steps to mitigate the behavior.

Cleanliness of the service animal is mandatory. Consideration of others must be taken into account when providing maintenance and hygiene of service animals. The owner/partner is expected to clean and properly dispose of all animal waste or other debris.

## **7. Policy Owner**

WDRS/ER

## **8. Review cycle**

This policy is to be reviewed on a three-year review cycle.