



Service Dog Policy

Policy:

It is the policy of Pacific College of Health and Science (PCHS) to provide equal access and reasonable accommodation for individuals with disabilities and to comply with applicable law related to service dogs for persons with disabilities, including any such person studying at, employed at, and/or visiting the PCHS campus. As used in this policy, disability means a physical or mental impairment that substantially limits one or more major life activities of an individual.

Campus visitors, new arrivals, or other interested persons with a service dog should be provided with this policy and referred to PCHS handbook for more information and/or advising on using a service dog on the PCHS campus. PCHS employees should contact the human resources director or campus director for more information.

Employees requesting accommodation for a disability that includes a service dog must contact the human resources director.

Students requesting accommodation for a disability that includes a service dog must contact the student advisor or campus director.

“Service Dog” Defined:

In accordance with Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990 (Revised 2009), a “service dog” is defined as *any dog 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. Although this definition is limited to dogs, federal regulations provide that under the ADA, miniature horses must be allowed as service animals as a reasonable modification if they are individually trained to benefit an individual with a disability and can be reasonably accommodated.*

Service animals are dogs trained to do specific tasks or “work” for the benefit of a person with a disability. The work or task that the dog performs must be directly related to the handler’s disability. A service dog is sometimes called an assistance dog. Examples of service dogs include, but are not limited to, guide dogs, hearing dogs, service/assistance dogs, and seizure response dogs.

The law distinguishes between a “service dog” and a “therapy, or emotional support animal.” A





Service Dog Questionnaire

Employee/Student Name: _____

Date: _____

Is the dog a service animal required because of a disability?

What work or task has the dog been trained to perform?

How does the presence of the service animal enable you to perform the essential functions of the job? (Employee)

When the disability or need for reasonable accommodation is not obvious, an employee may need to provide PCHS with reasonable medical documentation from a health care provider that confirms: 1) the existence of a disability, and 2) the need for reasonable accommodation.