

## Service Animal Policy for Employees and Visitors

We are committed to providing individuals with disabilities full and meaningful access to all College programs and activities and recognize that, for certain individuals, animals fulfill a crucial role in removing barriers necessary to achieve equal access to the programs and activities offered by the College and College facilities. In compliance with the Americans with Disabilities Act (ADA), New York Human Rights Law, and other applicable laws, Skidmore College permits qualified service animals to accompany their handler in all facilities across the campus. The health and safety of all those who use Skidmore College is also important, only service animals that meet the guidelines outlined below will be exempt from College policies that otherwise prohibit the presence of animals.

This policy applies to reasonable accommodations for employees, applicants and visitors to public spaces on campus. Students seeking a service animal as a reasonable accommodation may submit a Request for Accommodation to the coordinator of student services.

A Service animal is an animal 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. The work or tasks performed by a service animal must be directly related to the individual's disability. The ADA limits service animals to dogs and, in some circumstances, miniature horses. Service animals are not considered pets and are explicitly permitted to accompany the disabled person in all areas of the College. In extremely unusual

circumstances, a service animal may be permitted in a specific area, such as in an animal research lab, if the presence of the animal would pose a danger or interfere with the research activities. In those cases, the College will work with the individual to explore alternative accommodations to allow the individual to participate in the College's program.

Examples of Service Animals. The examples below are not meant to serve as an exhaustive list but do indicate specific work or tasks performed by a service animal that directly relate to specific disabilities, thus meet the broad definition of service animal.

- **Guide Dog** a carefully trained dog that assists persons with severe visual impairments or who are blind to navigate and travel.<sup>3</sup> Hearing or Signal Dog trained to alert and assist persons with hearing loss or who are deaf to respond to specific sounds such as emergency alarms, doorbells, phones, and alarm clocks.
- **Sensory Signal or Social Signal (Ssig) Alert Dog** to assist people with autism to avoid sensory overload, remain calm in environments where sensory overload is high, and alerts the handler to distracting repetitive movements. Dogs may also provide

