



## Visitor Policy

### Policy Name

Policy on service animals for visitors to Fermi National Accelerator Laboratory

### Revision History

Author	Description of Change	Revision Date
Deb Sebastian	Final policy	9/11/1018
	Review	9/11/2021

### Purpose

To establish a policy for the permitted use of service animals for visitors to Fermi National Accelerator Laboratory (Fermilab).

### Scope

This document applies to the lab's outdoor public areas and indoor facilities open to the public including Wilson Hall, Ramsey Auditorium and Lederman Science Center.

### Policy

It is the policy of Fermilab for visitors to Fermilab that service animals assisting individuals with disabilities are welcome in all outdoor public areas and indoor facilities open to the public, except as described below ("When service animals may be removed or prohibited").

Dogs and miniature horses are the only animals recognized as service animals by federal law.

Fermilab employees may only ask two questions of a visitor to determine whether a dog or miniature horse may be a service animal, and only if their disability is not obvious: 1) Is the dog/miniature horse a service animal required because of a disability? and 2) What work or task has the dog/miniature horse been trained to perform?

Fermilab employees cannot ask about the specifics of the owner's disability or request any documentation or proof of either the owner's disability or animal's abilities.

If the animal is not a service animal, Fermilab employees should let the visitor know that animals are permitted in outdoor public areas of the lab only; those animals are not permitted in indoor areas of the lab. The Fermilab Security department can be contacted if the visitor does not leave the facility within a reasonable timeframe.

### Definitions

"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.

### **Service animal owner responsibilities**

Visitors who are service animal owners are responsible for the following;

1. Keeping the service animal under their direct control at all time, such as by harness, leash or tether; however, if the harness, leash or tether interferes with the service animal’s safety, effective performance of work or tasks or if the owner’s disability prevents the use of such devices then the service animal must be under the owner’s control through voice, signals or other effective means.
2. Ensuring the service animal does not disturb or compromise legitimate safety requirements necessary for safe operation of the lab.
3. Immediately cleaning up after the service animal and properly disposing of the service animal’s waste or other debris.
4. Complying with all applicable Illinois dog laws (dogs only).
5. Any damage or injury caused by the service animal.

### **When service animals may be removed or prohibited**

The visitor and service animal will be directed to leave and, if necessary, removed from Fermilab if the animal’s behavior or presence poses a direct threat to the health or safety of others. For example, a service animal that displays vicious behavior toward people may be excluded. Service animals may also be excluded in areas where the presence of a service animal fundamentally alters the nature of a program or activity, or is disruptive. Excessive barking during a program is an example of disruption.

### **Requests for visitor accommodations**

Questions related to the use of service animals at Fermilab should be directed to the Fermilab Communications Center at 630-840-3000.

### **Review cycle**

This policy should be reviewed every three years.

Alison Markovitz, CSPO

11/12/2018

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Reviewed & Approved

Date