

4 Tips For Handling Requests For Animals In The Workplace

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Lindsay Stone and Kevin Smith comment on how companies should handle service and emotional support animals. Stone notes that having a solid plan in place is key saying, "We don't recommend employers go into having an animal at work where [it] wouldn't normally be without a thoroughly implemented office plan. We really recommend sitting down with the employee in advance and make that concrete office plan so that everybody has expectations about how it's going to work."

Having an animal in an office can draw attention from other employees and Smith reminds of the importance of maintaining the confidentiality of why a service animal may be needed. "That manager really should not be disclosing why it is that employee has that medical accommodation, just like any other accommodation."

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Practice Areas

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