

CMA 5205

AMERICANS WITH DISABILITIES/SERVICE ANIMALS

[Effective Date: March 20, 2001 (Revised: October 1, 2001; Revised: October 1, 2003; Revised: September 1, 2017)]

§ 5205-1. Purpose.

The purpose of this Instruction is to provide for the compliance with all laws relating to those people entering County buildings with service animals and to ensure that all employees, both existing and new, are well informed on all matters relating to service animals.

§ 5205-2. Background.

The 1990 civil rights legislation known as the "Americans with Disabilities Act" was constructed to ensure that people with disabilities had full access to services in both the commercial and governmental fields. The Act provides guidelines that address issues relating to service animals that assist people with disabilities. These service animals are used to assist individuals with many types of disabilities including but not limited to people with: limited vision, limited hearing, multiple sclerosis, cerebral palsy, muscular dystrophy, seizure disorders, AIDS, neuroses and many more. In concert with this federal legislation, the Agency welcomes these service animals and instructs all Agency personnel to make all reasonable accommodations relating to this issue. All employees are to be familiar with the basic requirements of the Act. Training videos are available in Human Resources and Facilities Management. All departments are encouraged to review these training aids annually.

§ 5205-3. Currency.

The Facilities Management Division is responsible for maintaining the currency of this Instruction.