

Policy 440

Service Animal Policy

Introduction

The Sugar Grove Public Library District (SGPL) welcomes Service Animals, and Service Animals are permitted in any area of the Library where members of the public are permitted to go. In order to comply with the Americans with Disabilities Act (“ADA”) and Illinois law (775 ILCS30 and Public Act 097-0956), it is the policy of the Library that Service Animals assisting individuals with disabilities are permitted in all facilities, programs, and activities where employees, or members of the community are normally allowed access, except where the presence or behavior of the animal may compromise the health or safety of the animal or others, or fundamentally alters the nature of the program or activity. Trainers are also permitted to accompany Service Animals in training in the Library.

Employees may request the use of a service animal as a workplace accommodation.

Guidelines

1. Service Animals Defined

Service Animals are defined as dogs or miniature horses that are individually trained to do work or perform tasks for people with disabilities, including but not limited to physical, sensory, psychiatric, intellectual, or other mental disabilities. The work or task that the dog has been trained to provide must be directly related to the person’s disability. Examples of such work or tasks include, but are not limited to, guiding people who are blind, alerting people who are deaf, pulling a wheelchair, alerting and protecting a person who is having a seizure, reminding a person with mental illness to take prescribed medications, calming a person with Post Traumatic Stress Disorder during an anxiety attack or performing other duties.

2. Individual Responsibilities

Handlers, or individuals who use Service Animals, are responsible for the following, which include but are not limited to:

- Keeping the animal under control through voice, signal, or other effective controls
- Cleaning up after the animal, and
- The humane care and treatment of the animal, including but not limited to providing: sufficient quantity of food and water, adequate shelter and protection from the weather; and veterinary care to ensure health and prevent suffering.
- Illinois Law requires that dogs, including service dogs, be vaccinated against rabies and registered in the county in which the dog resides.

The Library Director may opt to report the handler to the proper local authorities if inhumane treatment or unvaccinated animals are observed.

3. *The Library's Responsibilities*

The Library has a responsibility to maintain compliance with state and federal law regarding access for individuals with disabilities by allowing the Service Animal to accompany the individual with a disability for whom it performs tasks. In general, the Library will not ask about the nature or extent of a person's disability, but may make inquiries to determine whether an animal qualifies as a service animal.

The District accepts no responsibility for care of service animals.

The District accepts no liability for injury to any service animal, or injury to the handler/partner, whether caused by the animal, its handler/partner, another visitor to a District facility or site, the physical conditions of the District facility or site, or any other circumstance.

The District accepts no liability for damage or injury to others caused by a service animal. This is solely the responsibility of the owner or handler.

The District accepts no liability for any injuries or property damage, to the service animal, its handler/partner, or others, resulting from the District's failure to enforce this policy or to supervise a service animal.

The Library may ask:

- (1) If the animal is required because of a disability
- (2)) What work or task the animal has been trained to perform. Although some service animals may wear special collars, harnesses, vests or capes and some are licensed and certified and have identification papers, special identification and certification are not required by the ADA.

4. *Removal of a Service Animal*

The Library reserves the right to ask that a Service Animal be removed if the animal's presence or behavior poses a direct threat to the health or safety of the animal or others. A Service Animal may be removed from the premises if:

- The animal is out of control and the handler does not take effective action to control it
- The animal is not housebroken.
- The animal poses a danger to other patrons in the facility.

When there is a legitimate reason to remove a Service Animal, Library staff will work with the person with the disability to determine reasonable alternative opportunities to participate in the service, program, or activity without having the service animal on the premises. The Library will make these determinations on a case-by-case basis.

5. *Conflicting Disabilities*

Some people may have allergic reactions to animals that are substantial enough to qualify as disabilities. The Library will consider the needs of both persons in meeting its obligations to reasonably accommodate all

disabilities and to resolve the problem as efficiently and expeditiously as possible. The Library will make these determinations on a case-by-case basis.

Approved by the Board of Trustees 8/26/20