



Pet and Service Animal Policy

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The Town of East Bridgewater ("Town") is responsible for assuring the health and safety of all employees. In keeping with this objective, the Town prohibits bringing a pet (a domestic animal kept for pleasure or companionship) to work or having a pet in Town-controlled buildings including the Town Hall, Police Station, Fire Station, Department of Public Works Facilities, Library, and Senior/Community Center, with the exception of service animals for persons with disabilities and animals participating in Town-sponsored programs such as the Police Department's K-9 program and any animals brought into the workplace for participation in a rabies clinic or similar Town program.

Service Animals

According to the Americans with Disabilities Act (ADA), a service animal is defined as "any dog 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." In some cases, a miniature horse may be permitted as a service animal. The work or tasks performed by a service animal must be directly related to the individual's disability.

Examples of work or tasks include, but are not limited to:

- assisting individuals who are blind or have low vision with navigation and other tasks,
- alerting individuals who are deaf or hard of hearing to the presence of people or sounds,
- providing non-violent protection or rescue work,
- pulling a wheelchair,
- assisting an individual during a seizure,
- alerting individuals to the presence of allergens,
- retrieving items such as medicine or the telephone,
- providing physical support and assistance with balance and stability to individuals with mobility disabilities, and
- helping persons with psychiatric and neurological disabilities by preventing or interrupting impulsive or destructive behaviors.

Crime deterrent effects of an animal's presence and the provision of emotional support, well-being, comfort, or companionship do not constitute work or tasks for the purposes of the definition of service animals under the ADA.

Employees requesting a reasonable accommodation for a disability that includes a service animal must contact the Town Administrator's Office. All service animals must be registered with the Town Administrator's Office.



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Requirements of service animals and their owners:

- All animals need to be immunized against rabies and other diseases common to that type of animal. All vaccinations must be current.
- Animals must wear a rabies vaccination tag.
- All dogs must be licensed per state and local laws.
- Service animals must wear an owner identification tag (which includes the name and phone number of the owner) at all times.
- Animals must be in good health.
- Animals must be on a leash, harness or other type of restraint at all times, unless the owner/partner is unable to retain an animal on leash due to a disability.
- The owner must be in full control of the animal at all times. The care and supervision of the animal is solely the responsibility of the owner. If a service animal is not under the control of the owner or is not housebroken, the owner may be asked to remove the service animal from the premises.
- Employees are advised that they may be personally liable for any injury resulting from a service animal. Any employee bringing a service animal to work should consult with their insurance professional to determine if such injuries are covered by the homeowner's policy or other insurance.

Cleanliness of the service animal is mandatory. Consideration of others must be taken into account when providing maintenance and hygiene of service animals. The owner/partner is expected to clean and dispose of all animal waste.

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