

## **Service Animals/Emotional Support Animals**

Date of Last Update: **8.4.18**

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According to the Americans with Disabilities Act (ADA), a service animal is defined as ‘any animal individually trained to 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 to an impending seizure or protecting individuals during one, and alerting individuals who are hearing impaired to intruders, or pulling a wheelchair or fetching dropped items.’ A person uses a service animal as an auxiliary aid. In compliance with the ADA, service animals are welcome in all buildings on company property and may attend any class, meeting or other event.

Emotional Support Animals do not fall under the definition of a Service Animal as defined by the ADA. **However, Emotional Support Animals may be considered as an accommodation for employee housing only if determined reasonable by HR and does not create undue hardship.** Employees requesting accommodation for a disability that includes an Emotional Support Animal must contact the Employee Experience division and complete an Affidavit, along with providing proof from a medical provider of the need for the animal and their certification/training, if applicable. All animals must be approved and registered through Employee Experience **PRIOR** to being allowed to move into the building. This also applies for anyone applying to live or currently living in the EDGE Employee Housing Facility. Please note that Emotional Support Animals are not approved for entry into other public buildings, etc. as they are not classified as Service Animals under ADA.

Requirements of Service Animals/Emotional Support Animals and their owners include:

- All animals need to be immunized against rabies and/or other diseases common to that type of animal. All vaccinations must be current.
- Animals must wear a rabies vaccination tag.
- State law requires that all dogs be licensed.
- Service animals must wear an owner identification tab, which includes name and phone number of 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 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.
- Cleanliness of service animals is mandatory.
- Consideration of others must be taken into account when providing maintenance and hygiene of animals.
- Owner is expected to clean/dispose of all animal waste.
- Owners are liable for any damages to persons, premises, or facilities including Edge accommodations and places of employment, caused by that person’s assistance dog or dog in training.
- The owner must complete an Affidavit, along with providing proof from a medical provider of the needs for a service animal and the animal’s certification.
- The provision of emotional support, well-being, comfort or companionship does not constitute work or tasks for the purposes of the American’s with Disabilities Act Definition (DOJ, n.d.)

Reasonable behavior is expected from service animals on company property. The owners of disruptive and aggressive service animals may be asked to remove them from our facilities. If the improper behavior happens repeatedly, the owner may be told not to bring the animal to Copper until the owner takes significant steps to mitigate the behavior. Anyone found to have misrepresented their pet as a service animal may face disciplinary action up to and including termination of employment and loss of employee housing.

# Copper Mountain Resort

## Policy Document

### Copper Mountain Resort: Service/Emotional Support Animal Affidavit

Name: \_\_\_\_\_

I affirm that my animal is a Service Animal/Emotional Support Animal and I am requesting for the following accommodation:

- Consideration for my animal for Employee Housing at the EDGE *prior* to moving in  
 Other: \_\_\_\_\_

I understand that in order to see if Copper Mountain Resort can reasonably accommodate my request to have my service animal with me either at work, within employee housing, or both; I need to provide the following documents:

- Medical certification explaining the need for the service animal
- Training certification showing that the service animal has undergone training for this specific disability if claiming as a Service Animal vs. Emotional Support Animal

I also understand that the provision of emotional support, well-being, comfort or companionship does not constitute work or tasks for the purposes of the American's with Disabilities Act Definition (DOJ, n.d.) and that Emotional Support Animals are not allowed in other buildings outside of employee housing.

**Please specify what the animal is trained to do:**

\_\_\_\_\_

Animal Species/Breed: _____	Animal Name: _____
Animal Weight (in pounds): _____	Animal Coloration: _____

**I affirm, under penalty of perjury, that the assertions in this affidavit are true to the best of my knowledge. I understand that if I am found to have misrepresented a pet or companion animal as a service animal, that I can face disciplinary action up to and including termination of employment, loss of employee housing, and possible criminal prosecution. I also understand that all situations will be reviewed for reasonable accommodation and may not be approved if undue hardship exists.**

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

On this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_, before me, a Notary Public, within and for said County and State, personally appeared \_\_\_\_\_, known to me to be the person who are described in the within and foregoing instrument, and acknowledged to me that they executed the same as their free act and deed.

\_\_\_\_\_  
Notary Public Signature and Seal