



Decoding Service, Assistance and Comfort Animals in the Workplace

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Given the menagerie of terms, it is easy to see why some business owners are quite confused about what to do when they are asked to permit an animal in their place of business. Part of the confusion comes from the multitude of federal, state and local government laws on the topic. There is one for housing providers, another for those providing goods and services, yet another for airlines, and finally, one for employers. In a contributed article appearing in *HR Legal & Compliance Excellence*, Columbus partner Samuel Lillard defines an “assistance animal” under Fair Housing Act and explains the legal requirements under the American Disabilities Act for both public places and the workplace.

To read the full article, visit [*HR Legal & Compliance Excellence*](#).