

Health Promotion Program Legal Updates

Webinar Q&A: October 16, 2019

The following questions were submitted during WELCOA's *Health Promotion Program Legal Updates* webinar session that aired on **October 16, 2019**. To help further educate yourself in legal compliance with your wellness program, please review this list of attendee inquiries and the responses provided by presenter and health law attorney, Barbara Zabawa.

****Please note: The responses provided below do NOT constitute legal advice and should not be used as such. Readers should retain legal counsel to obtain definitive answers. The responses below are for educational purposes only.**

1. It is not just employees, but clients coming into the workplace that need service animals. Allergies to animals still need to be addressed, correct?

Yes. Clients would be covered under ADA Title III, which applies to places of public accommodation. ADA Title III requires such places to accommodate individuals who need service animals. The workplace would still need to accommodate other individuals who have allergies to animals, just as they would accommodate any other disability. Here is a helpful link that further discusses accommodating individuals with allergies in the workplace: <https://digitalcommons.ilr.cornell.edu/cgi/viewcontent.cgi?article=1295&context=edicollect>.



Q&A responses provided by
Barbara J. Zabawa, JD, MPH
Attorney/President
The Center for Health Law Equity, LLC