

South Carolina Human Affairs Commission

Technical Services and Training Division



Prevention Corner



An ounce of Prevention is Worth a Pound of Cure.

~Benjamin Franklin

February 2025

South Carolina
Human Affairs
Commission
1026 Sumter St.,
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<https://schac.sc.gov/>

The South Carolina Human Affairs Commission was created by the General Assembly in 1972 to encourage fair treatment, eliminate and prevent unlawful discrimination, and foster mutual understanding and respect among all people in this state.

Service Animals

How is “Service Animal” defined?

The American with Disabilities Act (ADA) defines a service animal as a dog that is individually trained to do work or perform tasks for people with disabilities.

According to the ADA, this definition does not affect or limit the broader definition of “assistance animal” under the Fair Housing Act or the broader definition of “service animal” under the Animal Carrier Access Act.

Miniature Horses

The ADA allows miniature horses to be service animals if they are individually trained to perform tasks for people with disabilities. They must meet the same requirements as service animals.

Where are Service Animals Allowed?

State and local governments, businesses, nonprofit organizations that serve the public, and transportation facilities.

Service Animals Must Be Under Control.

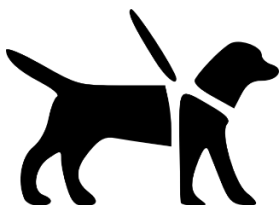
Service animal must be under the control of their owner or handler. Under the ADA, service animals must be harnessed, leashed, or tethered, unless the individual’s disability prevents using these devices interfere with the service animal’s safe performance of tasks.



Does ADA require service animals to be professionally trained?

No. The Americans with Disabilities Act (ADA) does not require service animals to be professionally trained. Individuals with disabilities have the right to train their service animal to perform a task that is directly related to their disability.

Source: [ADA Requirements: Service Animals | ADA.gov](#)



U.S. Equal Employment Opportunity Commission News & Notes



Press Release

05-09-2023

Hobby Lobby To Pay \$50,000 To Settle Disability Discrimination Suit

Arts and Crafts Retailer Refused to Allow Service Dog as Reasonable Accommodation, Federal Agency Charges

ST. LOUIS – Hobby Lobby Stores, Inc., a national arts and crafts retailer, will pay \$50,000 to resolve a disability discrimination lawsuit filed by the U.S. Equal Employment Opportunity Commission (EEOC), the federal agency announced today.

According to the EEOC’s lawsuit, Hobby Lobby violated the Americans with Disabilities Act (ADA) when it failed to allow a part-time clerk at its Olathe, Kansas store to use her service dog on the job as a reasonable accommodation for her disabilities, including anxiety, depression, and post-traumatic stress disorder (PTSD).

The part-time clerk performed cashier duties and assisted in the seasonal, home accents, and floral departments, including stocking shelves and unloading and stocking merchandise on “truck day.”

When the clerk sought permission to bring her service dog to the store, the manager asked her to provide medical documentation to support her request, which she did, and she also provided information at the request of corporate human resources.

The company’s district manager and human resources decided, without any supporting evidence, the dog would present a safety issue, even though customers were permitted to bring service and pet dogs to the store.

Hobby Lobby ultimately fired the clerk when she advised the company, she could not work without her service dog.

Read the entire article at: [Hobby Lobby To Pay \\$50,000 To Settle Disability Discrimination Suit | U.S. Equal Employment Opportunity Commission](https://www.eeoc.gov/newsroom/hobby-lobby-pay-50000-settle-disability-discrimination-suit)

Source: <https://www.eeoc.gov/newsroom/hobby-lobby-pay-50000-settle-disability-discrimination-suit>

****Please Note: This newsletter is not intended to be used as legal advice**

**If you feel like you have experienced discrimination,
contact us for help.**

(803) 737-7800 or (800) 521-0725, Relay 711

How can I schedule training?

email: training@schac.sc.gov



South Carolina Human Affairs Commission

<https://schac.sc.gov/>



The mission of the South Carolina Human Affairs Commission is to Prevent and Eliminate Unlawful Discrimination in Employment, Housing, and Public Accommodations.

The South Carolina Human Affairs Commission strives to alleviate problems of discrimination through the enforcement of the SC Human Affairs Law (*including the SC Pregnancy Accommodations Act and the SC Lactation Support Act.*), the SC Fair Housing Law, and the SC Equal Enjoyment and Privileges to Public Accommodations Law.