

What should we do? Employee says he's allergic to co-worker's service dog

Q. After making several accommodations for an employee who was recently diagnosed with epilepsy and assigned a service dog, another employee is now claiming he is allergic. Can we ask for medical documentation to confirm his allergy? And aside from moving him farther away from the dog, are there other accommodations we are required to make for him?

A. You can ask for medical documentation if the allergy is not obvious. You should ask the employee what accommodation he thinks he needs and then determine if you can provide it without undue hardship.

If moving him farther from the dog ends his allergy symptoms, then you should not need to make any additional accommodation.