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<i>Business Purpose</i>	If an employee requests a service dog, therapy animal, or Emotional Support Animal (ESA), do companies, HR departments, and managers really know the laws and regulations around the type, breed, and category of animals are allowed in a workplace setting? This training course will provide awareness on what the American Disabilities Act (ADA) covers in addition to explaining the differences between service animals, therapy animals, and Emotional Support Animals (ESAs) along with the Do's and Don'ts when interacting with the animals and their owners.
<i>Target Audience</i>	HR Onboarding
<i>Training Time</i>	45 minutes
<i>Training Recommendation</i>	<p>Self-guided/asynchronous eLearning course</p> <ul style="list-style-type: none">• Will be able to complete the training on their own or on a company computer at any time.• Knowledge checks after each chunk would be provided to check for understanding• Final evaluation that will assess all 3 learning objectives• Learner will have the choice to retake the quiz if they do not meet the 80% pass rate.
<i>Deliverables</i>	<ul style="list-style-type: none">• 1 eLearning course<ul style="list-style-type: none">• Developed in Articulate Rise• Includes three main sections: Service Animals, Therapy Animals, and Emotional Support Animals (ESAs)• Final evaluation
<i>Learning Objectives</i>	<ol style="list-style-type: none">1. Identify which animals can be service, therapy, and emotional support animals (ESAs).2. Differentiate the types/breeds of service, therapy, and emotional support animals (ESAs).3. Recognize how the American Disabilities Act (ADA) classifies support animals.
<i>Training Outline</i>	<p>Introduction</p> <ul style="list-style-type: none">• Picture this: You walk into a grocery store and see a dog sitting near their owner in the produce section. What's your first thought?• Course objectives <p>Content Lesson: Service Dogs</p> <p>What are Service Dogs?</p> <ul style="list-style-type: none">• Quote & corresponding image relating to service dogs• Definition• Differences Between a Pet and Service Dog



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- Rights of a Service Dog
- Knowledge Check

Types of Service Dogs

- Types of Service Dogs
- Breeds of Service Dogs
- Knowledge Check
- Service Dogs Do's & Don'ts

Content Lesson: Therapy Animals

What are Therapy Animals?

- Quote & corresponding image relating to therapy animals
- Definition
- Types of Animal Therapy
- Legal Rights
- Knowledge Check

Types of Therapy Animals

- Types of Therapy Animals
- Therapy Animals Do's & Don'ts

Content Lesson: Emotional Support Animals

What are Emotional Support Animals (ESAs)?

- Quote & corresponding image relating to Emotional Support Animals (ESAs)
- Definition
- Special note about Anxiety ESA vs a PTSD service dog
- Legal Rights

Types of Emotional Support Animals (ESAs)

- Types of Emotional Support Animals (ESAs)
- Knowledge Check
- ESAs Do's & Don'ts

Quiz

- 7 multiple choice questions
- Must answer 6 questions correctly to pass

Conclusion

- Image & congratulations
- Throughout this course you learned (learning objectives)



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<i>Assessment Plan</i>	<ul style="list-style-type: none">• 7 final assessment questions – all multiple choice.• Must answer 6 questions correctly in order to pass. There are 2 attempts to pass the quiz.