

RESOLUTION NO. 20260526-08

Approving and Adopting a Policy Prohibiting Animals in the Workplace

Whereas, Lawrence County Legislative Body is committed to maintaining a safe, sanitary, efficient, and professional work environment for County employees, department heads, volunteers, members of the public, and elected officials conducting business for and with the County; and

Whereas, the presence of animals in County facilities and work areas may create concerns relating to safety, sanitation, allergies, workplace disruption, and liability exposure; and

Whereas, Lawrence County finds it appropriate to establish a general prohibition against animals in County workplaces and on County-controlled property during working hours, subject to limited exceptions required by law or authorized for official County operations; and

Whereas, the proposed policy recognizes and preserves legally required exceptions for service animals used by employees as a reasonable accommodation and for service animals accompanying members of the public in areas where the public is normally allowed; and

Whereas, the proposed policy also recognizes limited exceptions for official working animals and for animals temporarily authorized for County-sponsored events or programs when appropriate risk controls are in place; and

Whereas, the proposed policy provides procedures for employee accommodation requests, conditions for approval of a service animal, grounds for removal of an animal when appropriate, and enforcement through the County's Personnel Policies and Procedures Manual; and

Whereas, the proposed policy is attached hereto as Exhibit 1 and incorporated herein by reference;

NOW, THEREFORE, BE IT RESOLVED, by the Lawrence County Legislative Body meeting in Regular Session on this 26th day of May 2026, that:

SECTION 1. Approval and Adoption. The Lawrence County Commission hereby approves and adopts the policy entitled "Animals in the Workplace," attached hereto as Exhibit 1.

SECTION 2. Amendment to Personnel Manual. The policy shall be included in the Lawrence County employee personnel handbook or manual.

SECTION 3. Administration. The policy shall be administered by the Lawrence County Human Resources Director under the supervision of the County Executive, as provided in the policy.

SECTION 4. Enforcement. County employees, elected officials, department heads, supervisors, and volunteers shall comply with the policy. Supervisors and department heads are

directed to enforce the policy consistently and uniformly in accordance with the County's Personnel Policies and Procedures Manual.

SECTION 5. No Limitation on Legal Rights. Nothing in this Resolution or in the policy adopted hereby shall be construed to limit any right, duty, or accommodation required by the Americans with Disabilities Act, applicable Tennessee law, or any other controlling legal authority.

SECTION 6. Effective Date. This Resolution shall take effect upon its passage, the public welfare requiring it.

Passed this 26th day of May 2026.

Shane Eaton, Chair
Lawrence County Legislative Body

David A. Morgan, County Executive

ATTEST:

Russ Brewer, County Clerk

SPONSOR: Workplace Safety, Human Resources