

EQUITY POLICY LAW AND PLANNING COMPETING RIGHTS CASE STUDY #1

CASE STUDY 1 – Allergies & Service Animals

Professor Ito teaches in the Business Administration program at a community college. She's been there for over 15 years and is well regarded by her peers and students. Ms Ito is a blind person and relies on her guide dog, Patten.

Mya is enrolled in the three-year Business Administration programme with a focus on Human Resources.. The program includes coursework on as recruiting, compensation, training, benefits, occupational health and safety, labour relations, leadership, motivational techniques and organizational behaviour. There's a co-op component to the program.

Mya is in her second year. She's required take the Introductory course to Human Resources Management which is a 4 hour/week course in the 4th semester. It's a pre-requisite for the human resources speciality.

Professor Ito has several classes in the program, on of which is the Introduction to Human Resources Management. The program runs 3 classes per semester. Professor Ito has both the day classes and Professor Gupta has the evening course.

Mya has a severe allergy to dogs and is thinking about withdrawing from the course. Mya has been sitting in the back of the class as far away from Patten as possible. Patten stays under Professor Ito's desk during her lectures. However, Mya has found that her eyes itch and she has difficulties sitting in the same room with Patten for 2 hours at a time. Mya has considered the evening course but Seth, her 3- year old is in day-care at the college during the day and she doesn't have the money to hire a baby-sitter twice a week.

Mya claims that because of her allergies she's being denied equal access to the college's educational services. She doesn't understand why Professor Ito needs to have Patten actually in the class while she's teaching.