

# Policy for Animals on Campus

This policy was developed to provide information and guidelines concerning animals that are allowed on NRHBC's premises.

## **What is a Service Dog?**

Service Dogs are defined as dogs that are individually trained to do work or perform tasks for people with disabilities. Examples of such work or tasks include guiding people who are blind, alerting people who are deaf, pulling a wheelchair, alerting and protecting a person who is having a seizure, reminding a person with mental illness to take prescribed medications, calming a person with Post Traumatic Stress Disorder (PTSD) during an anxiety attack, or performing other duties. Service Dog's are working animals, not pets. The work or task a dog has been trained to provide must be directly related to the person's disability. Dogs whose sole function is to provide comfort or emotional support do not qualify as service animals under the Americans with Disabilities Act.

## **Are Service Dogs permitted on the church campus?**

NRHBC recognizes that the church is under no legal obligation to admit individuals with service animals into houses of worship because it is exempt from Title III of the Americans with Disabilities Act. Nonetheless, Service Dogs that are used to assist persons who are blind or visually impaired are permitted on campus.

## **Will there be any necessary requirements for my Service Dog?**

Yes, Service Dogs must be harnessed, leashed, or tethered, unless the physical restraint interferes with the service or work of the animal or a person's disability prevents using these restraints. In those cases, where physical restraints cannot be used, the person with the disability must maintain control of the animal through either voice, signal, or any other effective means of control. NRHBC also asks that your Service Dog have an identifying vest that will help others attending understand and respect that it is not a pet but a working animal.

## **What can I expect to be asked by an NRHBC volunteer or staff member?**

When a volunteer or staff member is unable to discern what service an animal is providing, you may be asked:

1. Is the service animal required because of a disability?
2. What work or task has the dog been trained to perform?

If the animal is not a service animal as determined by the answers to the above question, the volunteer or staff member will inform the person of NRHBC Policy and request the person to remove the dog from NRHBC premises.

You may also be asked to consider the needs of others who are attending and coordinate with ushers or staff as to preferred places to sit so as to cause the least distractions as possible.

### What will constitute removal of my Service Dog from NRHBC premises?

Reasons a service animal will be removed are:

- 1) The dog is out of control and handler does not take effective action to control the dog.
- 2) The dog is not housebroken.
- 3) The dog is unclean, unkempt and/or noisome.

The handler is responsible for the care of his/her service animal which includes retaining full control of the animal at all times as well as carrying equipment to clean and dispose of waste.

### Other than Service Dogs, are other animals allowed on NRHBC property?

We acknowledge that some people are unable to enjoy animals for a number of reasons such as allergies, fears, and aversion. Therefore, all other animals, including those that are pets, comfort or therapy animals are not allowed within NRHBC buildings.

NRHBC may make a special exception to this policy after a comprehensive review of circumstances by the Executive Staff.

NRHBC may allow animals on NRHBC property for a special program, purpose or event.