

Unitarian Universalist Fellowship of Fairbanks

V. Property	Approved by: UUFF Board of Directors
Animals at UUFF	Adopted: December 15, 2017
Proposed by: UUFF Board of Directors	Revised: N/A

UUFF is an inclusive congregation dedicated to balancing the needs and interests of all its members. While some members may need or want to bring support animals into the building, others may suffer from allergies, phobias, or other animal-related concerns. We therefore establish the following policies regarding animals in the building and on UUFF grounds.

1. In the interest of safety and the needs of all members, animals (except Service Animals, see 2.) are not permitted in the UUFF building at any time, and animals outside of vehicles must be leashed or otherwise restrained and under direct control of a human companion while on UUFF property. The restriction on animals in the building can be suspended by the Minister for special events including the Blessing of the Animals Service

2. Service Animals. Although exempt from the Americans with Disabilities Act (ADA), UUFF follows ADA guidelines regarding Service Animals. Service Animals are dogs that have been trained to perform a specific task to assist an individual with a disability. Service Animals are allowed in all public areas of the building. They should always be under their handler's control and leashed (unless this inhibits the performance of their designated task or is made impossible by the individual's disability—in these cases, the dog should be under control by voice or hand signal). If there is a question whether or not a dog is a Service Animal, we legally can only ask two things: 1. Is this a Service Animal? 2. What task is the dog trained to perform? If there is no specific task a dog has been trained to perform, it is not considered a Service Animal under the ADA.

3. Emotional support animals and pets. Emotional support animals (ESAs) are not recognized as Service Animals under the ADA. In order to be supportive of members of

the congregation assisted by ESAs, individuals who would not be able to attend services or other UUFF functions without their ESA's support may request a waiver from the Minister. In such cases, the Minister has the discretion to request supporting documentation from a mental health or other professional if they deem it appropriate. Permission will be granted or denied on a case by case basis. The Minister may request input from the Board on such requests so long as no confidential information is shared. ESAs must always be leashed, well-behaved, and under their handler's close control. Animals other than Service Animals and ESAs are not permitted in the building.

If Service Animals or ESAs act in a disruptive manner (barking, growling, whining or disturbing other animals or people) the Minister, members of the Board, or Greeters may request the animal's immediate removal from the building. Exceptions will be made if this behavior is part of a Service Animal's designated task. Neither Service Animals nor ESAs are permitted on the furniture. Individuals permitted to bring ESAs into the sanctuary may be asked to sit in a specified area, to allow those with allergies or phobias to avoid them.

4. Staff members. Staff members (including the Minister) are permitted to bring animal companions into the building during their normal working hours except during services or other public events. Animal companions must be well-trained and under direct control at all times. Staff members are responsible for cleaning up any messes made by their animal companions or paying for damages they inflict on UUFF property. Staff members' animal companions are subject to the same rules as other animals outside the building.

