

*Adopted March 2026*

## **Animals and Service Animals**

Temple Micah prohibits animals from entering the building, except with respect to service animals. Any additional exceptions to this policy must be approved by the Executive Director.

### *Service Animals Exception:*

Temple Micah permits individuals to bring service animals into the building in alignment with the parameters set forth in the American with Disabilities Act (ADA).

- Service animals are defined as dogs that are individually trained to do work or perform tasks for people with disabilities. 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.
- A service animal must be under the control of its handler. Under the ADA, service animals must be harnessed, leashed, or tethered, unless the individual's disability prevents using these devices or these devices interfere with the service animal's safe, effective performance of tasks. In that case, the individual must maintain control of the animal through voice, signal, or other effective controls.
- A Temple Micah representative may ask a person with a disability to remove the service animal from the building (1) if the service dog is out of control or (2) the handler does not take effective action to control it.
- When it is not obvious what service an animal provides, a Temple Micah representative may ask (1) whether the service animal is required because of a disability, and (2) what work or task has the dog been trained to perform. The representative shall not ask about the person's disability, require medical documentation, require a special identification card or training documentation for the dog, or ask that the dog demonstrate its ability to perform the work or task.

We urge individuals with service animals to notify the Temple Micah office in advance of their upcoming visit.