



Frontline Chaplains International, Inc.

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Animal Policy

Doc 2021

The purpose of this policy is to ensure safety and provide guidance to all I.F.O.C. staff, volunteers, and Chaplains with regard to animals being present at I.F.O.C. events.

An event includes I.F.O.C. training classes, Corps meetings, and conferences.

I.F.O.C. will adhere to a strict no-pets or no-animals policy at all I.F.O.C. events. I.F.O.C. Chaplains, students, and guests are not permitted to bring animals to events with the exception of service dogs as defined by Title II and Title III of the Americans with Disabilities Act (ADA) and relevant state law. I.F.O.C. will comply with the ADA and relevant state law at all times. Only dogs are recognized service animals under the ADA beginning March 15, 2011. Therapy animals or emotional support animals are not service animals and will not be permitted at I.F.O.C. events.

If a Chaplain uses a therapy animal to perform Chaplain services (not at an I.F.O.C. event), that Chaplain is required to provide appropriate insurance to cover the therapy animal. I.F.O.C. insurance covers volunteer Chaplain activities (reference the I.F.O.C. Uniform Policy) but does not cover any animal. I.F.O.C. Chaplains are strongly encouraged to provide proper therapy training, certification, and liability insurance to cover any actions from their therapy animals that occurs during their personal ministries.

Should any student, guest, or Chaplain arrive at an I.F.O.C. event with a dog that is not obviously a service animal, the senior-most I.F.O.C. staff member, volunteer leader, or instructor may ask the individual if the dog is a service animal and what work or task the service animal is trained to perform. I.F.O.C. staff, instructors, or volunteers may not request any documentation for the animal, require the animal perform a task, or inquire about the person's disability. I.F.O.C. staff, instructors, or volunteer leaders may present the individual with a copy of I.F.O.C.'s Animal Policy.

Service dogs must remain leashed or harnessed at I.F.O.C. events (unless the individual's disability prevents using these devices or prevents the service dog's safe, effective performance of tasks). If a service dog cannot be leashed or harnessed, the individual must maintain control of the animal through voice, signal, or other effective control. Service dogs are required to be under the control of the handler. I.F.O.C. staff members, volunteer leaders, or instructors may ask an individual to remove a service dog if a service dog exhibits unwarranted and unprovoked behavior such as repeated barking, growling at others, biting, or is not house-trained or is otherwise out of control at the event, and the individual does not take effective action to control the service dog. Under no other circumstances will an individual with a service dog be asked to leave because of the dog.

Frontline Chaplains International, Inc.

operates in the U.S.A. as

International Fellowship of Chaplains (I.F.O.C.)

If a student is requested to remove an out-of-control service animal from class, they may return to the class once the animal is relocated, or can be enrolled in I.F.O.C.'s online class at no additional cost. Class refunds are not granted if a student chooses to leave class with their disruptive service animal and does not return.

This policy is not intended to apply to an employee's request for a workplace accommodation. Those requests will be handled through I.F.O.C.'s disability accommodation policy.