



**MALIBU ASSOCIATION OF REALTORS**

**POLICY REGARDING ANIMALS AT MEETINGS, CLASSES, EVENTS**

(February 2024)

*MAR adopted the following policy as it regards animals at MAR meetings, classes and events with the exception of Service Animals, as defined under ADA*

Policy Guidelines: With the exception of authorized service animals, animals are strictly prohibited at MAR classes and events at all times. Animals may visit the office with permission. Service animals, as defined under the Americans with Disabilities Act (ADA), are animals specially trained to perform tasks that alleviate the impact of a person's disability. These animals play a critical role in assisting individuals with disabilities and are therefore granted access.

Owner of the animal must accept all liability for any damage that may occur from their animal's actions.

Handlers/owners are responsible for ensuring their service animals do not disrupt the workplace or jeopardize the safety and well-being of fellow employees. Service animals should be well-behaved and non-disruptive. Handlers of service animals are expected to maintain the highest standards of cleanliness and hygiene for their animals. Any messes or accidents caused by the service animal must be promptly cleaned up by handler.

Allergies and Sensitivities: Some employees may have allergies or sensitivities to animals. To foster a respectful environment, employees are encouraged to communicate any concerns regarding allergies or other sensitivities. The organization will work to address such concerns in a reasonable manner.

Compliance and Consequences: Anyone in violation of this policy may face appropriate consequences. These consequences may include verbal warnings, written notices, or disciplinary actions in line with our organization's policies.

Reporting Concerns: Any employee encountering issues related to animals in the office or an association meeting or event should promptly report their concerns to their immediate supervisor or designated personnel. This will enable the organization to address the situation promptly and ensure compliance with this policy.

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