1526 N Washington Ave
Emmett, Idaho 83617
petadoptionleagueofgc.com
208-365-1359

Pet Adoption League

NON-DISCRIMINATION POLICY

Approved 10/14/2025

Pet Adoption League of Gem County (PAL) prohibits discrimination against applicants, volunteers, and patrons. This includes any exclusion from participation in, denial of benefits of, or subjection to discrimination in any program or activity based on race, color, national origin, religion, sex, sexual orientation, gender identity/expression, age, or disability, or any characteristic protected by federal and state law.

Any Center employee, volunteer or client who believes that they have been discriminated against is urged to report this concern to Shelter Management.

In compliance with the Americans with Disabilities Act (ADA) and the Fair Housing Act, the shelter must make reasonable accommodations for people with disabilities regarding their service animals.

- **Service animals**: A service animal is a dog or miniature horse that has been individually trained to perform work or tasks for a person with a disability.
- **Permitted access**: Service animals must be permitted to accompany people with disabilities in all areas of the shelter where the public is allowed.
- **Inquiries**: Shelter staff cannot ask about the person's disability or require special identification or certification for the service animal. Staff can only ask two questions:
    - Is the animal required because of a disability?
    - What work or task has the animal been trained to perform?
- **No fees**: Shelters cannot charge extra fees or deposits for service animals. A person with a disability is still liable for any damage the service animal causes.
- **Exclusion**: A shelter may exclude a service animal if it poses a direct threat to the health or safety of others, or if it is not housebroken.

The shelter and its personnel are prohibited from engaging in the following discriminatory practices:

- **Refusing adoption**: Refusing to allow a person to adopt an animal based on their race, color, religion, sex, national origin, or disability.
- **Applying different standards**: Applying different adoption criteria, standards, or procedures to applicants based on a protected characteristic.
- **Altering policies for a person with a disability**: Requiring a person with a disability to pay extra fees, deposits, or different rent for a service animal, in accordance with the Fair Housing Act.

Violations of this policy may result in disciplinary action, up to and including termination.

Printed Name: _____

Signature: _____ Date: _____