



Participant Attendance & Learning Environment Policy

Leadership Lancaster is committed to providing a focused, respectful, and immersive learning environment for all participants. Because our programs are interactive and experiential, each participant's full engagement is essential. We ask all participants to contribute to an environment rounded in respect, openness, and care for one another by engaging thoughtfully, supporting meaningful dialogue, and creating space for learning, reflection, and growth.

To preserve the integrity of this shared experience, participants understand and agree that infants, children, and pets are not permitted at program sessions or activities. Trained service animals are permitted in accordance with applicable law and venue policies. Under the American with Disabilities Act (ADA), a service animal is generally defined as a dog that has been individually trained to perform work or tasks for a person with a disability.

If a participant needs an accommodation to fully participate in the program, we encourage them to contact Leadership Lancaster as early as possible so we can engage in the interactive process and work together to explore appropriate options.

This policy is intended to:

- Preserve the integrity and quality of the learning environment;
- Ensure all participants can fully engage without distraction; and
- Comply with venue and insurance requirements related to safety and liability.

By participating in the program, I acknowledge and agree to this policy.