

Animal Care and Support Group Participating Guidelines

As a member of the Animal Care and/or Customer Service teams, I understand that my participation in the Animal Care & Support meeting is conditional upon adherence to the following guidelines. If I cannot adhere to the guidelines, I may be asked to leave the Animal Care & Support meetings. Any questions or concerns about the guidelines can be discussed with your direct supervisor, Director of Shelter Operations or the Executive Director.

1. I understand that I am at this meeting to listen, learn, and participate in developing ideas to best support the animals in Brother Wolf's care.
 2. I agree to keep an open mind and consider every conversation an opportunity for enhancing my own knowledge of animal behavior and animal welfare. I acknowledge that it is okay to respectfully disagree.
 3. I agree to be fully present and respectful of everyone's time and energy. This includes, but is not limited to, not using my phone or other devices for activity unrelated to the meeting.
 4. I agree to not interrupt or speak over others. I will ask questions if I do not understand what someone else on the team has said. I will lead with kindness and compassion in my comments and questions. I agree to not monopolize the conversation.
 5. I agree to embrace differences in opinion and work collaboratively with the team to achieve common goals for the meeting.
 6. I understand that animal welfare is emotionally exhausting work, and I agree to check in with myself to see if I am ready to engage in constructive conversations to best support the animals in our care.
 7. I understand that my input on any given topic is considered in addition to all other information provided. And that if I would prefer to abstain from weighing in on a topic or decision, I have the freedom to do so.
 8. I understand the Medical Manager, Director of Shelter Operations, and/or Executive Director are the final decision makers for treatment plans, behavior plans, and end-of-life decisions.
 9. I understand that some meeting topics are confidential until they are shared with all staff via the Animal Care & Support update emails. I agree to keep confidentiality until all staff can be made aware of any medical or behavioral decisions.
- I agree** to follow the guidelines and would like to be added to the Animal Care & Support employee rotation.

Employee Signature: _____ Date: _____