

Pets and Friends - Code of Ethics

Pets and Friends “Code of Ethics” articulates the values and commitments on how we do business as a charity as well as how we interact with employees, volunteers, board members, partners, and other not for profit organizations.

The code is not exhaustive; it is intended to provide a framework to be interpreted and applied to various situations.

Everyone who wishes to engage with Pets and Friends will aspire to uphold the core values and fundamental commitments.

CORE VALUES

1. Compassion

- Build awareness by prompting and enabling supportive conversations.
- Actively listen to colleagues without judgment.
- Accept constructive criticism and be mindful when providing constructive criticism to others.
- Engage in dialogue that produces positive outcomes.

2. Honesty

- Be forthright, respectful of the truth, and do your best to seek, preserve, and communicate that truth respectfully.

3. Inclusivity

- Strive to act in ways that acknowledge and identify all groups, and actively minimize marginalization. This includes all sexual orientations, gender identities, race and ethnicities, disabilities, spirituality, economic class, or neurotypicality.

4. Transparency

- Welcome honest, open communication between volunteers, employees and board members.
- Invite feedback, positive change, new accomplishments, progressive steps and ideas about the organization and its internal operations.

5. Authenticity

- Express your ideas, and opinions freely and confidently.
- Allow others to do the same and encourage the exchange of ideas.
- Acknowledge areas of opportunity for personal growth and improvement.

6. Empathy

- Listen with full attention and respond with thoughtful questions.
- Approach coworkers, volunteers and board members with compassion and support.
- Understand others without making assumptions and get to know your fellow teammates.

7. Integrity

- Be truthful and honest when making commitments and setting expectations.
- Respect everyone and be forthcoming with important information.
- Give credit where it is due and be collaborative instead of competitive.
- Approach challenges with courage, practice open communication, and keep your promises.
- Abstain from publishing negative information about the organization, colleagues, sponsors, or members of the community.

FUNDAMENTAL COMMITMENTS

1. **Commitment to the safety of our pets:** The safety and wellbeing of our pets is our paramount concern. Every place we are invited to attend will be assessed to ensure it is safe for pets and their handlers. We will investigate, address and resolve any issues that arise in a timely, fair, and equitable manner.
2. **Commitment to respect for persons:** Treat all people with dignity and respect. This includes all the people our volunteers serve and to whom they bring love and joy through the comfort and healing power of pet therapy.
3. **Commitment to growth:** Promote and work towards the betterment of Pets and Friends and its partners, employees and volunteers by encouraging access to opportunities and resources.
4. **Commitment to inquiry and reflection:** Value and foster inquiry and reflection to further facilitate ethical behavior and practices. Foster a culture of curiosity and be open to new insights, ways of being, and learning from others.
5. **Commitment to personal responsibility:** Be accountable to yourself and all involved persons and organizations. Recognize your own limitations and prejudices and work to resolve them.
6. **Commitment to unlearning:** Actively participate in and support work which aims to dismantle long standing beliefs and structures which disenfranchise members of our community.