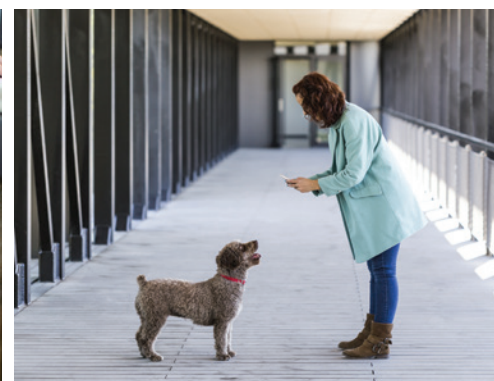
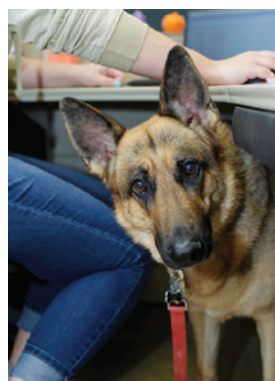
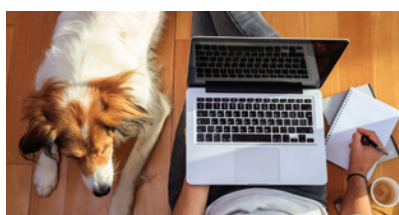
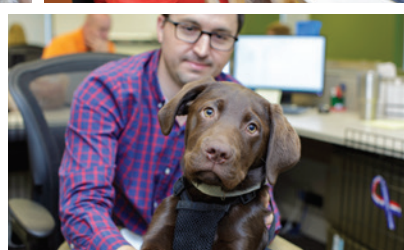
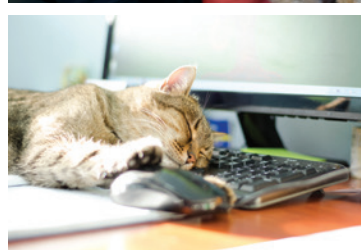
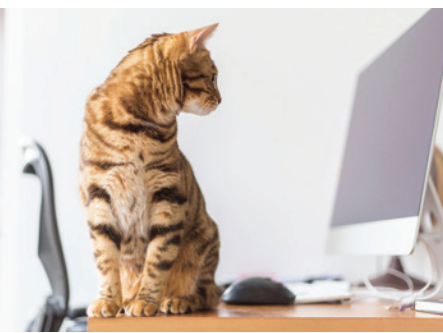
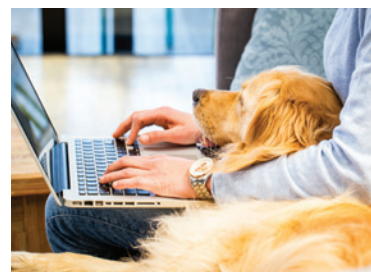
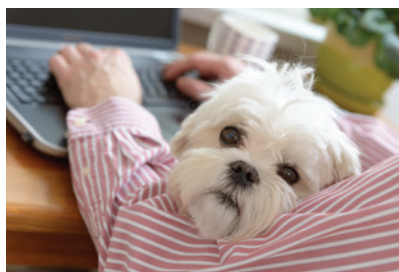


# PETS WORK AT WORK:

## A PET-FRIENDLY WORKPLACE PROGRAM







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# Why Pets Work at Work

Bringing pets to work means companionship, a social icebreaker and not having to worry that pets are home alone. They can boost morale, build a sense of community and get people out for regular walking breaks — all things that are good for health and collaboration. That's why more and more employers are exploring pet-friendly workplace programs.



Today's younger workers are particularly receptive to pet-friendly workplaces. An overwhelming majority believe pets at work positively affect employees and company culture. More than half of millennials surveyed in the BANFIELD™ Pet Hospital Pet-Friendly Workplace PAWrometer™ said they would be far more likely to stay at a company that allows pets in the office.

The Pets Work at Work program shows businesses how to launch a pet-friendly workplace initiative that can benefit both employers and employees. This includes having a clear policy for participation, as well as pet-friendly amenities and signage that helps educate about how to make the program work.

This program was developed using insights gained from Mars Petcare's own experience as a pet-friendly employer, as well as industry best practices.

You can read more about pet-friendly programs in the Playbook for Pet-Friendly Cities at [BetterCitiesForPets.com](http://BetterCitiesForPets.com). Please visit the site and click "Join the Movement" to stay in touch.

We hope the enclosed tools will be helpful as you explore your pet-friendly workplace program. Pets truly do make every work day better! Enjoy the many benefits that being pet friendly brings for your business and employees. Together, we can make life better for pets, so everybody benefits.

— Your Friends at Mars Petcare



# Benefits of Allowing Pets in Workplaces

As a business, you might wonder about the benefits of being pet friendly and allowing pets in workplaces. Pets work at work! Here are some statistics showing the power of pets and their impact on those around them.

## **ACCORDING TO THE 2017-18 AMERICAN PET PRODUCTS ASSOCIATION (APPA) SURVEY:**

- 81% of dog-owners say having a dog gives them companionship or love.
- 53% say having a dog is good for their health or their family's health.
- 59% think of their dog as being like a child or family member.
- 67% say having a dog relaxes them or relieves stress.
- 68% of U.S. households have a pet.

## **PETS ARE PLAYING AN INCREASINGLY VALUED ROLE IN PEOPLE'S LIVES:**

- More than 84 million U.S. families now have a pet.
- Three-quarters of pet owners said issues with the economy have had no influence on their pet ownership.
- Three-quarters of Americans in their 30s have dogs and 51% have cats, which is significantly higher than prior generations.

- Millennials are also reported to be delaying parenthood and choosing to be pet owners instead.
- 76% of millennials said they're more likely to splurge on their pet than themselves.

## **PETS IN WORKPLACES ARE VALUED, TOO. THE 2017 BANFIELD™ PET HOSPITAL PET-FRIENDLY WORKPLACE PAWROMETER™ SURVEY\* FOUND THAT:**

- 88% of employees at pet-friendly workplaces said having pets at work improves sense of well-being.
- 83% said it reduces stress.
- 83% said it gives them greater company loyalty.
- 81% said it improves work-life balance.
- 80% said it improves morale.
- 79% said it improves work relationships.
- 66% said it increases productivity.



## **THE HEALTH AND COMPANIONSHIP BENEFITS OF SPENDING TIME WITH PETS ARE WIDELY DOCUMENTED:**

- Having a pet reduces blood pressure and lowers the risk of heart disease and high cholesterol. (Friedman et al 2010)
- Numerous studies have suggested dog walking is a great way to increase physical activity and may help reduce rates of obesity. (Timperio et al 2008)
- 94% of heart patients with pets survive serious heart attacks, compared to only 72% without pets. (Friedman et al 2010)
- Pet owners tend to visit doctors less often and spend less money on medication. (Heady et al 2007)
- Kids who grow up with pets tend to have greater self-esteem, less loneliness and enhanced social skills. (Purewal et al 2017)
- Pet owners feel less afraid of being a victim of crime when walking with a dog or sharing a residence with a dog. (Serpell et al 1991)
- The presence of dogs increases the number and length of people's conversations with others in the community. (Jenkinson et al 2010)
- Pet owners are significantly more likely to form friendships in their neighborhood than non-pet owners. (Wood et al 2015)
- Almost 60% of dog walkers report feeling safer when walking their dog. (Christian et al 2016)

\* If you choose to use the PAWrometer™ survey results, please identify them as originating from The BANFIELD™ Pet Hospital PAWrometer™ survey.

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# Q&A about Pet-Friendly Workplaces

Here are answers to some initial questions you might have.

## **WHY HAVE PETS AT WORK?**

Studies show that pets help relieve stress, increase community and boost morale. In fact, the 2017 BANFIELD™ Pet Hospital Pet-Friendly Workplace PAWrometer™ survey found that 83% of employees at pet-friendly workplaces report greater company loyalty and 79% report improved work relationships. People who have their pets at work feel less pressured to leave at a particular time to get home to their pets. They also take more walking breaks during the day, which supports good health and potentially reduces health care costs. Being pet-friendly is also a great recruiting and PR message.

## **WHAT TYPES OF PETS SHOULD WE ALLOW?**

This answer depends on your facilities and the interests of your employees. Since dogs are more likely to be leash trained, they are usually the easiest pet type to start with. However, pet owners will know if their cats would do well at work. If you have space, you can also set up a cat play room to keep cats enclosed but enable them to come to work.

## **WHAT LEGAL CONSIDERATIONS ARE THERE?**

Before starting a pet-friendly workplace program, you'll want to be sure you meet local rules and regulations for health and hygiene. Also, check that you have the insurance coverage needed to address any incidents that could arise. Be sure to have your legal counsel review your pet policy.

## **WHAT SPACE REQUIREMENTS ARE THERE?**

At minimum, pet-friendly workplaces should have at least one nearby pet relief area. It should include a pet waste station and trash receptacle that is emptied on a regular basis to control odors. Also, keep in mind that if you do not own your space, you'll need to get permission from your landlord to be pet friendly and ensure your lease includes that permission.

## **HOW DO WE ENSURE GOOD PET BEHAVIOR?**

Many pet owners love the idea of pet friendly workplaces. They'll be excited by the chance to bring pets to work, so they're likely to work hard to help pets succeed. Still, for the protection of everyone involved, you'll want to have a formal policy that specifies requirements for pet owners, pets and their behavior.





## **WHAT SHOULD BE REQUIRED OF PET OWNERS?**

Participants must agree to be responsible for their pet's behavior, well-being, hygiene and happiness. They need to accept all liability for anything that their pet might do or that might happen to their pet while on your premises. Beyond that, they should agree to standards such as keeping their pet controlled, cleaning up any accidents, ensuring that their pet doesn't disrupt work, and providing pet wellness items like waste bags and water bowls.

## **WHAT SHOULD BE REQUIRED OF PETS?**

You'll want to ensure that any visiting pets are up to date on vaccinations and free of any communicable infections or parasites such as fleas. They should be house-trained and well socialized, with no history of biting, excessive barking, chasing or aggressive behavior. They also should be covered under their owner's homeowners or renters insurance policy, which must cover dog bites.

## **WHAT IS REQUIRED OF NON-PET OWNERS?**

Everyone is affected in pet-friendly workplaces. Non-pet owners will need to be comfortable with the presence of pets and able to get their work done without distraction. As part of creating your pets-at-work program, you will want to determine an escalation process for complaints that might need to be made. Also, think about any accommodations you may want to offer to non-pet owners who prefer not to be near pets.

## **HOW DO WE MANAGE PET ACCIDENTS?**

Accidents happen! So be prepared that they are part of being a pet-friendly workplace. However, accidents are also easily cleaned up. Just be sure to have pet-friendly cleaning supplies available where pet owners can use them. And, as part of your policy, determine if there are any additional steps you would want taken when accidents occur (e.g. pet owners alerting Facilities after an accident so the area can be sanitized).

## **WHAT TYPES OF AREAS SHOULD BE PET-FREE?**

This will depend on what your organization does and what equipment you have on site. But generally, pet-free areas are usually places like manufacturing floors, R&D labs, food preparation areas, and areas with equipment that could be broken or be harmful to pets. You also may want to set aside a few spaces for those who have allergies — for example keeping one conference room pet-free so that those with allergies have a protected space when needed for meetings.

# Leadership and Legal Considerations

A key step to launching a pets-at-work program is getting the approval of your leadership team. Here are things to discuss as you work toward pet-friendly program approval.

- ☐ **Expected benefits of the program for your organization** — share information from the 2017 BANFIELD™ Pet Hospital Pet-Friendly Workplace PAWrrometer™ survey and any other data you have that shows the potential positive impact.
- ☐ **Expected benefits of the program for employees** — use the results of the PAWrrometer™ survey here, too. Share information about anticipated impact on your employees. It also helps to show leadership the level of employee interest. You could conduct an informal survey to understand what percentage of employees at would enjoy a pet-friendly workplace program. However, be careful not to get employees' hopes up without management buy-in.
- ☐ **Expected recruiting impact** — look at the companies with whom you compete for talent, both in your local area and nationwide. How many of them have pets-at-work policies? Have any of them gotten positive PR because of a pet-friendly program? Do you think you could tout pet-friendliness to get an edge over competitors?
- ☐ **Expected financial implications** — while creating a pet policy that's right for your organization will take time and research, be ready to give at least a high-level overview to your management. Include expected implications such as creating a pet waste space on your property or the need to renegotiate your lease to add pets.
- ☐ **Guidelines for success** — let your management team know that if they give pet-friendly program approval, you intend to follow best practices. That would include having a clear policy, training, and guidelines for pets and their owners.
- ☐ **Testimonials** — if you find that some of your management team members have had experience with a pet-friendly program, or are strong supporters of the idea, see if you can engage them to provide testimonials. They can help personalize how powerful having pets at work could be for your organization.



Legal considerations are important, too. This list isn't comprehensive, but it's a start on what you should discuss with your legal counsel as you develop your pet-friendly workplace program. You'll want to make sure you are complying with any relevant regulations, and that you are protected from liability issues.

- ☐ **Understand local and industry rules and regulations** — be sure workplace hygiene or other regulations don't pose an obstacle, and work to overcome any concerns.
- ☐ **Consider insurance** — get any needed insurance coverage in place before launching your program. Plan ahead so you know how you would handle situations including:
  - A pet damaging something at your workplace
  - A pet being hurt by something at your workplace
  - A pet running away from your workplace
  - A pet biting an employee
  - A pet biting a visitor to your workplace
  - A pet hurting another pet
  - An employee hurting another employee's pet
- ☐ **Agree on scope** — decide if your program will apply to employees only or if it will extend to others who are on site, including contractors, temporary workers, visitors or others.
- ☐ **Plan for reviews** — once developed, have your legal counsel review your policy, code of conduct and any other documentation.
- ☐ **Ongoing engagement** — stay in touch with your legal counsel as you roll the program out, so you can continue to refine and improve it based on any learnings that arise.

# Facilities Considerations

To be a pet-friendly workplace, you'll need to keep these facilities considerations in mind. Use them as you create your program.

**These are the must-haves:**

- Permission from your landlord, if you do not own your workspace. You may need to adjust your lease and/or change your insurance to accommodate pets. Also ensure that there aren't any local laws or regulations that would preclude having pets at work.
- At least one nearby pet relief area with a pet waste station and trash container that is emptied on a regular basis to control odors. If you are not near a public space that has these, you'll want to consider adding them on your property. You'll need to determine how many you need based on how many pets you expect to participate.
- Signage that directs pet owners to the relief area and provides instructions for proper use.



**Other facilities/location considerations include:**

- Have clean-up supplies available on site in case of pet accidents, and signage that tells pet owners how to use the cleaners and what other steps are needed, if any — such as alerting Facilities so accident areas can be sanitized.
- Be sure that you can separate pet-friendly areas from any that need to remain pet-free zones, e.g. manufacturing areas, labs, places with sensitive equipment, areas where food is served.
- Explore whether you need to add doors or half walls anywhere to manage where pets can and cannot go.
- Consider ventilation upgrades to help minimize the spread of pet dander.
- Consider increasing cleaning frequency, particularly in areas with soft surfaces such as carpet or upholstery, to which dirt and pet dander are more likely to cling.
- Consider creating a Pet Care station or closet with supplies for cleaning up pets who get dirty outside, pet snacks and other pet-friendly amenities.
- If cats are allowed in your program, you may want to offer a cattery — a room where cats can play together. It should include litter boxes, toys and other enrichment items such as climbing trees and scratching posts.
- Offer walking paths or a suggested map for pet walks. The ideal path would enable pet owners to get a healthy walk and include the option to stop along the way for pet and people hydration and pet relief, if needed.

**If you have the space, it would be ideal if you could also offer:**

- An exercise area, such as a fenced-in outdoor play yard or a large indoor space where pets can play safely.
- A pet hydration station. Water is extremely important for pets, especially if it's warm or they are getting exercise.



# Creating a Pet Policy

The key to a successful pet-friendly workplace program is a clear pet policy. It needs to help pet owners and non-pet owners understand the rules, expectations and how to address issues that might arise.

Keep in mind that all employees are affected by a pets-at-work program — not just those who have pets. So, your pet policy needs to encompass more than just the behavior of the pets who will visit. It needs to address the entire experience for all involved.







## STEPS TO CREATE YOUR PET POLICY

Every organization is different, so plan to follow whatever process will work best knowing your needs and culture. Here are a few ideas to help you get started.

### **Establish a small team to write the policy:**

- Include a few people who want pets at work as well as a few who can play devil's advocate.
- Be sure to include someone from Human Resources and from your legal counsel.
- Have representatives from different areas of the organization to be sure all needs are reflected.
- Include a leadership sponsor who will help you navigate any needs in terms of convincing management to proceed.

### **If you want to build buy-in and help employees feel engaged in the policy, conduct a survey to get their input. Topics could include:**

- Which types of pets should be allowed.
- How often pets should be allowed at work (e.g. every day or certain days a week).
- Which pet amenities are most important.
- What rules are most important to pet owners.
- What rules are most important to non-pet owners.

### **Be sure that your pet policy includes:**

- Clear scope — who is eligible to participate, which of your organization's sites are included, etc.
- Clear expectations for participants and participating pets.
- An escalation process for handling issues that might occur.
- An agreed-to participant pledge that employees must sign in order to participate.

# Sample Pet Policy

A successful pet-friendly workplace program brings many benefits. But it depends on all parties agreeing to clear guidelines about behaviors and accountability. Here's a sample workplace pet policy with suggested guidelines for requirements, responsibilities and how to manage issues.

Your actual pet policy should reflect your organization's decisions about bringing pets to work, such as which types of pets are allowed and what the requirements are for participants.



## SAMPLE WORKPLACE PET POLICY

Pets make our lives better in so many ways. At work, they create a fun, happy environment, encourage interactions among people, and get us up for regular exercise breaks.

Pets are also a responsibility, and the opportunity to have them at our workplace is a privilege all participants must respect. To take part in our pets-at-work program, employees must agree to honor this workplace pet policy.

### Scope

- This workplace pet policy applies to employees only. Because it would be too difficult to track requirements and participation, we do not allow visitors to bring pets to our workplace.
- This policy applies to [XYZ] location, and participating pets are allowed any time their owner is at work.
- The focus of our policy is dogs and cats. Other pets are not included at this time. Please contact HR if you would like to explore adding other pet types to the workplace pet policy.



## **SAMPLE WORKPLACE PET POLICY (continued)**

### **Pet Requirements**

To participate, pets must be:

- At least 3 months old.
- Up to date on vaccinations required by state law.
- Free of any communicable infections or any parasites such as fleas.
- Clean and well groomed.
- House-trained.
- Obedient, well-socialized and with no history of biting, excessive barking, chasing or aggressive behavior.
- Microchipped, to help locate and return them in case they would run away while visiting.
- Covered under their owner's homeowners/renters insurance policy, which must cover dog bites.

### **Pet Owner Responsibilities**

To comply with our workplace pet policy, pet owners who want to bring their pets to work must agree to:

- Be 100% responsible for their pet's behavior, well-being, hygiene and happiness the entire time he or she is visiting.
- Be respectful of other employees, and their pets, to ensure everyone can be as successful and productive as possible at work.
- Manage their workspace to ensure it is "pet-proofed" and safe for their visiting pet.
- Keep their pet with them and controlled throughout the day. Or, make arrangements with a colleague to do so if they need to step away.



## SAMPLE WORKPLACE PET POLICY (continued)

- Ensure that their pet's behavior does not interfere with other employees' comfort or ability to do their work.
- Provide their own pet items to ensure pet safety, such as leashes, crates or gates to keep the pet securely in the employee's work area.
- Provide their own pet wellness items, such as waste bags, toys, food and water bowls.
- Provide adequate bathroom breaks, access to water and food, and exercise throughout the day.
- Clean up after their pet immediately if any accidents occur.
- Maintain homeowners/renters insurance that covers dog bites.
- Be legally and financially responsible for any damage caused by their pet.
- Provide annual proof of vaccination and health for their visiting pets.
- Keep pets out of pet-free areas.
- Use alternate pet care away from work on days when the employee would be unable to fully manage the pet at work (e.g. an all-day meeting) or the pet is ill.
- Take their pet home at any time if the pet's behavior or health makes it a distraction, nuisance or danger to anyone else, or if asked to so by their manager.



## **SAMPLE WORKPLACE PET POLICY (continued)**

### **Managing Issues**

Concerns related to visiting pets or the workplace pet policy should be handled in the following way:

- Talk with the pet owner and work to resolve issues mutually.
- Escalate the issue to the pet owner's supervisor.
- Escalate the issue to Human Resources.



# Creating a Participant Pledge

Many people will likely leap at the opportunity to bring a pet to work. But doing so comes with important responsibilities. Having an employee sign a participant pledge before bringing a pet to work helps formalize these expectations and make sure both the employee and the company understand the rules.

## **A participant pledge:**

- Formalizes the agreement the pet-owner is making to the program and its rules.
- Collects key information that you will want to have on file for any participating pet.
- Helps protect your organization by communicating in writing the expectations and liabilities of participating.





**You will want to develop your participant pledge to include, at minimum:**

- Employee name
- Employee department
- Employee contact information
- Employee workspace location (E.g. office or cubicle number)
- Pet name
- Pet type
- Pet gender
- Pet age
- Pet description (e.g. color, breed, size)
- Pet health concerns
- Confirmation of pet vaccination
- Confirmation of pet house-training
- Confirmation of insurance that covers pet bites
- Acknowledgement of responsibility for pet and any damage caused

# Sample Participant Pledge

Use a participant pledge to ensure employees who take part in your pet-friendly workplace program understand the rules and expectations for them and their pet. As with your pet policy, you'll want to review the pledge with your legal counsel to be sure it meets all the needs of your particular organization.



## SAMPLE WORKPLACE PARTICIPANT PLEDGE

We're excited you want to bring your pet to work! We understand that having your pet with you can boost your mood, help you connect with more people, and help encourage regular walking breaks that are good for you and your pet. We hope these combine to help you be even happier and more productive at work.

By completing this form to participate in our pet-friendly workplace program, you affirm that the information submitted below is correct and you take all responsibility for the behavior, health and actions of your pet for any and all time it spends at [ORGANIZATION].

### About You

- Name
- Department
- Phone and email
- Location

### About Your Pet

- Pet name
- Pet type
- Pet gender
- Pet age
- Pet description



## **SAMPLE WORKPLACE PARTICIPANT PLEDGE (continued)**

### **Health and Behavior**

Please confirm the following statements:

- My pet is up to date on vaccinations and I will continue to maintain current vaccinations as required by local law.
- My pet is free of communicable diseases, parasites, fleas and worms.
- My pet is well-trained, socialized and does not have a history of biting, excessive barking, chasing or aggressive behavior.
- My pet is house-trained and I will immediately clean up any accidents that might occur.
- I have homeowners/renters insurance that covers pet bites and does not include any breed specifications that my pet does not meet.
- I agree to control my pet at all times and be 100% responsible for my pet's actions.
- I have read and agree to the [ORGANIZATION] pet policy.

### **Waiver of Liability**

I, \_\_\_\_\_, understand that participating in a pet-friendly workplace program comes with certain risks, including my own physical or psychological injury, pain or suffering, and that of the people who work around me. I assume all risks of my participation, whether known or unknown to me, and take legal and financial responsibility for all consequences.

I unconditionally indemnify and agree to hold harmless [ORGANIZATION], its management, directors, shareholders, partners or agents, as well as its landlord [NAME], from any and all loss, damage, liability and expense, including court costs and attorney fees, that may result from bringing my pet to work with me at [ORGANIZATION].



## **SAMPLE WORKPLACE PARTICIPANT PLEDGE (continued)**

This includes injuries, death, property damage or any other issues, whether caused by me, my pet or by anyone else including coworkers, guests or others, whether due to the negligence of [ORGANIZATION] or otherwise.

I also acknowledge that [ORGANIZATION] may revoke its permission to bring my pet onto its premises at its sole discretion for any reason and at any time without notice, including but not limited to, the health, safety, and comfort of my fellow employees/co-workers, especially where required by law.

I also acknowledge that the organization may do so without revoking such permission to others.

By signing this form, I agree that I have read this document completely and understand the legal consequences of signing it, including assuming all risk of participating in the pet-friendly workplace program.

Signature of Employee

Date

Signature of Supervisor

Date



Beyond having a pet policy for your workplace and an agreed-to participant pledge, signage can also help increase success. Try to reinforce key points from your policy and pledge to make accountabilities clear. For example, signs should indicate where pets can and cannot go, and if gates or leashes are required. They can also encourage responsible pet ownership, such as taking regular breaks for walks. Turn to page 31 to see sample signs you can download at **BetterCitiesForPets.com**.



# Communicating Your Pet-Friendly Program

Sharing information about your pets-at-work program from planning through implementation (and beyond!) is critical to its success. This will involve communicating your pet-friendly program at every level of your organization — from leadership to line workers.

Like the pets that might end up in your program, you'll want to woof and meow enthusiastically about the concept to get others excited and acting as advocates within your organization.

Once implemented, you will want to give updates regularly about program successes, additions and modifications to keep people in-the-know and supportive of this great benefit for existing and potential employees.







## Communicating Your Pet-Friendly Program Internally

Consider developing an internal communication plan specifying dates, topics and channels to help you share your message and inspire program acceptance and support.

☐ List the key audiences with whom you need to communicate:

- Senior management/other employees
- Landlord/lessor
- Facility management
- Pet owners who might want to participate
- Non-owners who might have concerns about the program

☐ Outline messages (and message frequency) that help you get the result you are after. This may include:

- Benefits of a pet-friendly program (you can use the 2017 BANFIELD™ Pet Hospital Pet-Friendly Workplace PAWrometer™ survey\* as a resource).
- Q&A to answer questions/concerns.
- Program launch details such as sharing logistics, building excitement for launch event, etc.
- Fun facts about pets and pets in the workplace.
- Initial program results, such as number of employees/pets participating, participant experiences, company quotes.
- Longer term successes, such as impact on participating employees, impact on recruitment, add-on benefits the company is considering.

☐ Look at the most appropriate formats for your audiences and messages. Consider:

- Intranet or email “teasers” to get people’s attention and build excitement for future messages.
- Infographics that combine facts/figures with creative graphics to keep what could be complicated easy-to-understand.

# Communicating Your Pet-Friendly Program (continued)

- Testimonials from companies that support pet-friendly programs and can share personal experiences, what worked, and what didn't.
- Announcement letters that explain the details of your program.
- Update articles that can be used in company newsletters or publications.
- PowerPoint presentations that lay out the program, communicate the benefits, outline successes, etc.

\* If you choose to use the PAWrometer™ survey results, please identify them as originating from The BANFIELD™ Pet Hospital PAWrometer™ survey.





## Communicating Your Pet-Friendly Program Externally

As your pets-at-work program gains traction, consider developing an external communication plan to build visibility for the program outside of company walls.

- ☐ Identify media outlets that would be interested in your news, such as your local newspaper, relevant industry publications, places where you recruit.
- ☐ Determine the messages you want to share about your program.
- ☐ Develop supporting quotes, fact lists and photography to support your messages.
- ☐ Identify someone at the organization to be your spokesperson for the program and arm him or her with talking points to drive your messages.
- ☐ Considering inviting a media outlet to visit your organization and see the program in action and talk with your spokesperson.
- ☐ Send out a press release that highlights your messages.
- ☐ Do ongoing posts on your company blog about your program.
- ☐ Consider a social media program that highlights you as a pet-friendly organization, such as featuring employees and their pets on a particular day each week.

## More Pet-Friendly Benefits to Consider

Once your pets-at-work program takes off to cheers and woofs in your workplace, consider building on the program with more pet-friendly benefits.

With pets considered beloved family members, additional pet benefits will be viewed as welcome add-ons. And, they may also be a helpful recruiting tool and signal about your organization's culture — helping attract talent and keep employees (and pets) satisfied.



**Pet-friendly programs you might want to evaluate for your company:**

- Voluntary pet insurance (consider reduced insurance rates to lessen the burden of these programs).
- Financial assistance for micro-chipping, neutering, behavior training classes, etc.
- Time off to help employees settle a new dog or cat into the home environment.
- Pet bereavement leave.
- Periodic on-site guest speakers or animal trainers that can help employees be responsible pet owners.
- Periodic on-site veterinary services to help employees take care of their pets (while potentially increasing productivity!). This could include: nail clipping, grooming, routine shots, etc.
- A dog park on company property for use by employees/pets during lunch hours, after work and on weekends.
- Complimentary pet treats or items such as water bowls with your organization's logo.
- For employees not taking advantage of your pet-friendly workplace program for one reason or another, consider company contributions to pet daycare programs or dog walking programs. These may help to alleviate the guilt associated with leaving pets alone all day.



## Resources

## Join the movement and stay in touch:

**BetterCitiesForPets.com**

For research on the power of pets and how they make life better:

**Waltham.com**

For pet health information and tips:

**Banfield.com**

**VCAhospitals.com**

**BluePearlVet.com**

For pet health awareness event dates:

**[Avma.org/Events/pethealth/](https://avma.org/events/pethealth/)**



Download the playbook  
at **BetterCitiesForPets.com**  
to get more ideas for pet-  
friendly shelters, homes,  
parks and businesses.





Here and on the following pages are examples of pet-friendly workplace signage to help educate about participant guidelines and responsible pet ownership. Visit **BetterCitiesForPets.com** to download.

### Please Help Pets Work at Work! Follow these rules to keep us all happy and productive.

- 🐾 Gimme space! Make sure I hang out where I won't be underfoot for others.
- 🐾 Be sure you have fresh water, food and toys to give me the nourishment and stimulation I need throughout the day.
- 🐾 When I gotta go, I gotta go. Help me anticipate when I need to go out for a break. And if it happens...sorry, please clean it up.
- 🐾 Keep me leashed or enclosed to help protect me, and keep me out of pet-free areas.
- 🐾 Achoo! If I'm making a co-worker sneeze, make a plan together that will work for all of us.
- 🐾 Grrrr. Manage me if I get over-excited, aggressive or anxious, including taking me outside or home if I need to calm down.
- 🐾 Don't leave me! (Never leave pets unattended.)
- 🐾 Keep in mind that you're in charge. I try to be good... but you're ultimately responsible for me and my actions.

**PETS WORK  
AT WORK**

## PET-FRIENDLY PLACE

Hello, My Name Is...

pet photo here

**PETS WORK  
AT WORK**

## PET-FREE PLACE:

**We love pets!**  
But for safety,  
security or other reasons,  
pets are not allowed  
in this area.

**PETS WORK  
AT WORK**

### TIP: Manners Matter

Be a responsible pet owner and make sure I'm well-trained so I'm not a distraction.



### TIP: No Nibbling

Don't let me chew on cords or other items that could be harmful. Give me a chew toy instead!



### TIP: Banish Boredom

Sometimes I get bored and act out. Play with me periodically. It's good for my health and happiness!



### TIP: Keep Me Safe

Use a leash, gate or crate to keep me secure while I'm here with you at work.





### TIP: Take a Break

If you're thirsty,  
I probably am too.  
Remember to go get me fresh  
water throughout the day.

**PETS WORK  
AT WORK**



### TIP: Let's Walk

A short walk can refresh  
and energize! Let's walk  
together. It helps people  
and pets be healthier.

**PETS WORK  
AT WORK**



### TIP: Ask First

Always ask before touching  
a pet you don't know.  
My owner knows the  
best way to approach me!

**PETS WORK  
AT WORK**



### TIP: Don't Leave Me

Never leave pets unattended  
at work or in any  
public space. Always have  
a plan to keep us safe.

**PETS WORK  
AT WORK**



**PETS WORK  
AT WORK**



**Our people don't have to  
worry that we're home alone.  
We love being here to meet  
you and other pets.**

**PETS WORK  
AT WORK**



**Pets bring people together,  
improving relationships  
and relieving stress. We're  
glad to be here with you!**

**PETS WORK  
AT WORK**



**Pets boost morale,  
build community and get you  
up for regular walking breaks.  
That's good for your  
health and ours.**

**PETS WORK  
AT WORK**



**We look forward  
to meeting you!  
Just be sure to ask  
permission before touching  
a pet you don't know.**



# Better **CITIES** for pets™

A MARS PETCARE US PROGRAM

**BetterCitiesForPets.com**



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