

Things to Discuss with Your Legal Counsel

As you develop your pet-friendly workplace program, involve your legal counsel 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 written policy
 - Your Participant Pledge

- **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.