

FOSTER OFFICE PET POLICY

Why We Allow Dogs in the Office

At Foster, we recognize the positive impact that having dogs in the workplace can have on our employees' overall well-being and morale. We aim to provide a dog-friendly environment that benefits everyone, while also ensuring that the office remains a productive space.

To ensure consistency and ease, our policy currently applies to dogs only, including registered ESAs (Emotional Support Animals).

We understand that allergies or other concerns may arise, and we'll work to find solutions that balance everyone's needs.

Bringing Your Dog to Work

Here's what you need to know:

- **Supervision and Care:** Owners are responsible for their dog's care, including providing food, water, bathroom breaks, and ensuring the dog behaves appropriately.
- **Clean-Up:** Owners must promptly clean up after their dogs and dispose of waste properly.
- **Health and Vaccination:** Dogs must be vaccinated and free from contagious illnesses or parasites.
- **Behavior:** If a dog shows aggression, excessive barking, or becomes disruptive, the employee may be asked not to bring the dog to the office.

When Not to Bring Your Dog

There may be times when it's best to leave your furry friend at home. These include:

- **Aggression or Disruption:** If your dog shows a pattern of aggressive behavior, we kindly ask that you refrain from bringing them in.
- **House-Training Issues:** If your dog isn't fully house-trained, please wait until they are better suited for the work environment.
- **Health Issues:** If your dog is sick or injured, please confirm with your vet to see if it's best for them to stay home.

FOSTER ASSOCIATES

Responsibilities of Dog Owners

As a dog owner bringing your pet to work, you agree to:

- Ensure your dog is always under control and not disruptive.
- Provide all necessary items for your dog's comfort (e.g., leash, bowls, toys).
- Clean up any accidents or messes promptly.
- Be responsible for any damage or injuries caused by your dog.
- Maintain homeowner's or renter's insurance that covers any potential liabilities, such as dog bites.

Managing Issues

If there are concerns about a dog in the office or the policy itself, we encourage open communication:

1. First, address the concern directly with the dog owner.
2. If unresolved, contact Human Resources for further support.

We aim to keep the workplace enjoyable for both employees and their dogs while maintaining a welcome and productive environment for everyone.

Acknowledgment

I confirm that I have read, understood, and agree to follow the Foster Office Pet Policy.

Signature

Name

Date