

Workplace Agreement

We do our best for people and pets



As employees of Aggieland Humane Society, we are uniquely positioned to help both the people and pets of our community. In every interaction we have with adopters, volunteers, fosters, pet owners, donors, and any other person we assist, we act as representatives of Aggieland Humane. To help remind us of this important responsibility, these are the values we agree to uphold to fulfill our mission and reach our vision:

We maintain COMPASSION, RESPECT, and EMPATHY in our actions

- We respect each other, our resources, and the pets in our care
- We treat every animal as if its wellbeing is as important as our own pets at home
- We acknowledge the emotional aspects of our work by creating a safe space for expressing and hearing feelings
- We understand that everyone processes stress differently, and approach each other with openness and kindness
- We celebrate our successes and provide appreciation and praise

We create a culture of DEPENDABILITY

- We take personal responsibility for getting our work done
- We hold each other accountable to provide the highest level of care for the people and pets we serve
- We provide accurate and thorough information to solve problems
- We know our limitations and seek help from each other when needed to complete our work
- We lead by example and recognize that our actions demonstrate the importance of our work

We work as a team to support a culture of COLLABORATION

- We care about and support one another, and recognize that we can only achieve our goals together
- We set each other up for success by sharing information and understanding the importance of communication
- We set aside judgment and give everyone the benefit of the doubt
- We acknowledge the skills, contributions, and roles of others
- We support, mentor, and uplift those around us

We uphold INTEGRITY and TRUST in all we do

- We are honest, even when it's difficult, and take ownership of our actions
- We safeguard the trust placed in us by our teammates, our community, and those who support our mission
- We communicate openly and address mistakes transparently so they can be corrected and learned from
- We do the right thing, even when no one is watching
- We follow ethical practices that protect the reputation and mission of Aggieland Humane, as well as make us good community members
- We recognize that trust and transparency are built daily through how we communicate, collaborate, and care for one another

Together, we commit to these values to ensure Aggieland Humane Society continues as a sustainable organization through compassion, accountability, teamwork, and trust, for both people and pets. We understand that our workplace culture is always growing, and we will revisit this agreement regularly to ensure it continues to reflect our shared values and vision.