

Wild Animal Initiative

Collaboration Policy

Wild Animal Initiative seeks to build a large interdisciplinary field of individuals and organizations who contribute to wild animal welfare. We are eager to collaborate to make progress on our mission, including with actors who have very different values and priorities from our own.

Being [considerate](#) and maintaining a good reputation are crucial to building a strong research community and limiting the risk of harming the wild animal welfare movement as a whole. We also believe it is necessary to facilitate a space where people are safe to do their best work, and for the organizations and people in that space to act fair and transparently.

Therefore, we think it is inappropriate for us to collaborate with organizations that condone misconduct on the part of their employees through failing to properly investigate or follow up on claims of discriminatory or harassing behavior.

We expect our collaborators to uphold the following principles:

- 1. Individuals who abuse their power will lose it.**

For example, a manager who abuses a management position will lose that position. This does not mean they can never come back or regain that power if they genuinely change. Demonstrating genuine change requires reliable evidence of a better pattern of behavior. Victims should also be provided with space to move on without having to interact with that person any longer.

- 2. Any individual with clear biases must not be a part of the decision-making process used to respond to cases of misconduct.**

In particular, if a manager has a close personal relationship with a direct report or other staff member under investigation, that manager needs to recuse themselves from that process.

If we are aware of violations of these standards at organizations we collaborate with or organizations that seek to collaborate with us, we will notify that organization's leadership of our concerns and give them a chance to respond or explain. If the person who informed us of the violation requests anonymity, we will be sure to maintain their anonymity throughout these conversations.

We will not continue or initiate collaborations with organizations that do not abide by these principles. If a Wild Animal Initiative staff member believes that an organization we are working with does not abide by these principles, they should notify their manager or the executive director as soon as possible.

Wild Animal Initiative's internal policy on misconduct can be viewed [here](#).