



Fox Rescue and Wolf Dog Sanctuary

A close-up photograph of a black and white fox dog, possibly a Shiba Inu, lying in green grass. The dog has large, upright ears and is looking directly at the camera with its mouth open, showing its teeth and tongue.

VOLUNTEER HANDBOOK

Welcome Message

Thank you for lending your time and talents to helping us save lives! We truly appreciate and value your time and dedication to our mission. We strive to ensure that every volunteer knows how much they are valued and are always working to ensure that every volunteer is happy and fulfilled in their volunteer work.

Volunteers are the backbone of Walking Wild and we wouldn't be able to save lives without you. We know that everyone has a different passion and talent. To ensure that everyone that would like to be part of saving lives has a role that they can be excited about, no matter where they call home, we have outlined a variety of different volunteer opportunities that can found in this handbook. We welcome you to dive into as many or few opportunities as you would like.

We hope you find this handbook helpful and resourceful as you dive into our mission and join us as we give a voice to the voiceless, educate and inspire respect, love and appreciation for captive bred foxes and wolf dogs around the world.

Once again, we would like to thank you for joining the Walking Wild Rescue family and helping us save lives!

Sincerely,

A handwritten signature in black ink, appearing to read 'Molly Schulz', with a long, sweeping horizontal line extending to the right.

Molly Schulz
CEO/Founder

Table of Contents

Mission.....	4
Brief History.....	4
Three Pillars.....	5
Core Values.....	5
The Need.....	6
Foxes.....	6
Wolf Dogs.....	7
Fox Facts.....	7
Wolf Dog Facts.....	8
US Fur Farm Info.....	8
Overview of Volunteer Opportunities.....	9
Our Commitment to You.....	10
Your Volunteer Commitment.....	10
Representing Walking Wild.....	11
Social media	
Media	
Presentations	
Animal Help Request.....	13
Volunteer Support.....	13
Conflict Resolution	
Corrective Action Process	
Release of Duty	
Accident or Injury.....	14
Conflict of Interest.....	15
Sexual Harassment Policy.....	15
Service Dog and ESA Policy.....	16
Contact Information.....	16
Acknowledgement Form (sign and return).....	17

Our Mission

Walking Wild Rescue is a non-profit organization that rescues and provides a safe haven for captive bred foxes and wolf dogs. We provide every animal with the love and respect they deserve and educate the public about the cruelty of the fur industry and what the reality of welcoming a fox or wolf dog into your family is.

Brief History

Walking Wild Rescue was founded in 2020 by Molly Schulz and her husband David. Molly and David welcomed their first wolf dog, Maugrim, to their family in 2016. Molly and David fell in love with wolf dogs for all the things that make them different than a regular dog. In 2018 they rescued their first fox, Banjo, a four-year old pet surrender and in 2019 their second rescue fox Fiddle, a four-week-old pup from a fur farm. It broke Molly and David's heart to think of foxes, like Fiddle living a short sad life on a fur farm, foxes like Banjo no longer being able to be cared for by their family with very few safe places to go and wolf dogs like Maugrim abused and beaten because they are misunderstood. With close to 20 acres they called home, Molly and David decided it was time to do something and Walking Wild was born.

In March of 2020, the first five Walking Wild Rescue family members found love, respect, freedom and a new life at Walking Wild after being rescued from a hoarding situation by the NYDEC. Walking Wild Rescue was founded to be a different kind of captive bred fox and wolf dog rescue. It was founded to serve three purposes:

1. To be an oasis for animals grounded in love, respect and understanding.
2. To be a resource, friend and ally to captive bred fox and wolf dog owners and future owners.
3. To give a voice to the voiceless foxes suffering on fur farms and foxes and wolf dogs abused for being who they are.

Walking Wild Rescue isn't done yet. As construction begins to get underway on a one-of-a-kind indoor/outdoor climate-controlled facility, it will soon be the largest fox rescue in the United States and the most luxurious captive bred fox and wolf dog rescue in North America. These facilities, inspired by Molly and David's first fox Banjo, will give every animal, no matter its background, a spacious, comfortable and custom space to call home.

Our Three Pillars

Here at Walking Wild Rescue the animal always comes first. In everything we do we are ensuring that the well-being, safety and happiness of every animal is driving our words, actions and decisions. We ensure this through activating our mission in three different ways.

Rescue

Captive bred foxes and wolf dogs are losing their lives every day, for no fault of their own. They are abused, abandoned, illegally owned, pelted and unwanted. Because of this there are many of these amazing animals in need of a safe haven to call home. Whether it is a fox born into the sad and heartbreaking reality of a fur farm that is no longer wanted, a fox or wolf dog no longer able to be cared for by its owner, or an abused, abandoned, neglected or illegally owned animal, we are here to give that animal a new life, the life they deserve!

Education

Captive bred foxes and wolf dogs are not like other animals, domestic or not. Each of these animals requires specialized care, understanding, accommodations, patients, nutrition, health needs and training. Because of this, many owners find themselves loving their animal, but not knowing how to deal with whatever challenge has presented themselves. We are here to be an ally and a friend to help them through these challenges. If the animal is in a loving home, our goal is to help it stay with its family and work through the challenge presenting itself. We also seek to educate people before welcoming a captive bred fox or wolf dog into their family to ensure it is the right fit for them. It is heartbreaking to see an animal lose its family and we want to do everything in our power to keep that from happening.

Advocacy

Fur farming is alive and well here in the US. Foxes and other fur farm animals, live in horrible conditions with just enough room to turn around, groom and go to the bathroom. The only human interaction they know is filled with fear and terror. They don't receive medical care and live their life never touching solid ground or given space to play. Fur clothing isn't made from shaving an animal, but rather killing and pelting them. Most foxes are killed and pelted their first winter, before the age of one. Here at Walking Wild Rescue we are working to give a voice to the voiceless and partner with designers and members of the fashion industry as well as other companies and individuals to raise awareness that these animals deserve so much better. We are working to show the world the Face of Fur™.

Core Values

Our core values are the standards that all members of the Walking Wild Rescue family hold themselves to, volunteers and staff. As a Walking Wild Rescue volunteer, we ask that you strive to exemplify these values.

- Kindness – We demonstrate compassion and respect for all animals and people.
- Empathy – We put ourselves in the shoes of our animals and respect and love them for who they are. We also put ourselves in the shoes of every person we interact with, not judging, but striving to understand.
- Leadership – We strive to lead by example and be respectful in all we do. We innovate, share, educate and advocate to help ensure that captive bred foxes, wolf dogs and all animals are given the life they deserve.
- Authenticity – We do what we say we will do.
- Transparency – We are open and honest.

The Need – Foxes

Currently, in the United States, captive bred foxes are being raised two ways, either born on a fur farm to be pelted or bred for the pet industry. For foxes born on a fur farm, a bleak existence lies ahead of them; Living in small cages, never touching grass, until they are pelted and hanging in someone's closet. Foxes from breeders are purchased by a family excited to have a cool pet, but many of those families don't understand what it is like to own a fox. People in these situations often end up neglecting their fox or feel that they have no choice but to abandon it in the wild where it has a slim chance of survival due to being captive bred and having imprinted on people.

Fur farming is still alive and well in the United States with over 56 fox fur farms in 10+ states. Every year over 1,500 foxes are slaughtered for their pelts. These foxes are kept in cages, never touching grass or having room to run and play. A fox can be slaughtered before it reaches a year old. Not all foxes on a fur farm can be used, some are too small, sick, injured or don't have a good enough coat. In addition to these reasons, pups that are injured or abandoned by their mothers are often not wanted. Here at Walking Wild we will provide these unwanted foxes, that were willing to be surrendered by a fur farm, a safe and spacious home filled with love. Sadly we can't save them all, but we can educate people about the reality of fur farming and why these amazing animals deserve more than to be turned into fashion. We can share with people the personality, face and name behind the fur and instill a love for these amazing animals!

In addition to fur farm rescues, we also provide a home for captive bred foxes that are no longer able to be cared for by their owners. A captive bred fox, while not a wild animal, is still 100% fox and instinctually acts like a fox. This makes these animals amazing, wonderful and very different than a traditional domestic dog or cat. Many people are not ready for what comes with owning a fox and quickly learn that they are in over their head. Walking Wild will give these foxes a new home and family.

The Need – Wolf Dogs

Owning a wolf dog is legal in 38 states. Some of these states view them no different than any other domestic dog. Others require permits or have lethal laws in effect if one were to bite someone. The truth is that wolf dogs are quite different from regular domestic dogs. Even a low content wolf dog, less than 50% wolf, still acts like a wolf in some ways. Because of how easy it is to purchase a wolf dog from a breeder, many find themselves in the homes of people that expect them to act like a regular dog. This unrealistic expectation can result, in some cases, ending in abuse, as a bait dog for dog fighting or hunting training, being dumped in the wild or dropped off at a shelter.

It is estimated that over 150,000 wolf dogs are born in a year and around 80% of those dogs will be euthanized/pass away before the age of three due to people not being ready for the unique aspects of a wolf dog or not properly caring for them. Many wolf dogs are very timid, and rehoming can be incredibly challenging because of this. Due to their timid nature, many shelters are not able to adopt a wolf dog out and are forced to euthanize it if they can't find a safe place for it to go.

Walking Wild Rescue will be that safe place for these beautiful animals to go. At Walking Wild, we would love to see an end to wolf dogs being euthanized for being them. The way to do this is to help educate people about the reality of owning a wolf dog and unique rewards and challenges that wolf dog ownership presents. This is why education is a big part of our mission and what we do here at Walking Wild.

Captive Bred Fox Facts

- A captive bred fox is a fox that is born in captivity. It is not a wild fox. Most captive bred fox that we currently have in the US are over 100 years removed from any fox in the wild.
- Red type foxes are legal to own as pets in 10 US states. Arctic, Pale, Bat Eared Fennec and Gray are legal in a few more states than Red Type.
- Because they are captive bred it is illegal and cruel to release them as their natural habitat isn't the woods, but rather with people.
- Captive bred fox are 100% fox. Fox and dogs can't breed due to their very different chromosome count.
- In the US captive bred foxes are either born on a fur farm or bred to be pets.
- The captive bred fox in the US are not the same as the domesticated foxes in the Russian domestication study.
- Red type foxes(*Vulpes vulpes*) and arctic foxes(*Vulpes lagopus*) are what are bred on fur farms.
- Captive bred red type foxes can be one of over 70 color phases or morphs. This has happened through selective breeding for color variation.
- In the wild, red type foxes only naturally appear in three color phases: red, silver and cross.
- Arctic fox appear in two different color phases both naturally and in captivity, blue and white(polar).
- Captive bred foxes receive a rabies and distemper vaccine.

Wolf Dog Facts

- A wolf dog is a dog that is part wolf and part domestic dog.
- The percentage of wolf in a wolf dog determines it's content level:
 - Low Content - 0 – 50% wolf
 - Mid Content - 50.1 – 85% wolf
 - High Content – 85.1 – 99% wolf
- Wolf dogs are legal in 38 states. Some of those states require permits or have percentage caps on the wolf dogs that can live there, where others view them no different than an other dog.
- Wolf dogs do not make good watch dogs as they are generally shy by nature.
- Although part dog having a wolf dog is very different than having a traditional domestic dog, no matter their content level.
- The health department does not recognize a rabies vaccine for wolf dogs, even though they receive it. This means if a wolf dog were to bite someone they are usually euthanized despite being vaccinated.
- Wolf dogs are not wild animals and cannot be released into the wild and do not have the instincts to survive. In addition, it is illegal and cruel to do the animal.
- Wolf dogs receive all the same vaccines that regular dogs receive.
 - Rabies (required)
 - Distemper (required)
 - Lepto (required)
 - Lyme (optional)
 - Bordetella (optional)
 - Influenza (optional)
- The most common dogs for a wolf dog to be mixed with are:
 - Alaskan Malamute
 - Siberian Husky
 - German Shepherd

US Fox Fur Farms

- In the US there are little to no regulations on fox fur farms. This includes how they are killed, kept, fed and cared for.
- The only standard for how a fox is kept is that the space has to have room for a fox to turn around, groom and go potty. Most foxes are kept in a 2.5 ft x 2.5 ft wire cage suspended off of the ground as this meets those requirements.
- A fur farm fox never stands on anything but wire. They receive no medical care, routine or for an injury and are not fed appropriate nutrition.
- Most foxes are pelted in their first winter, before the age of one.
- Fur farm foxes are never shown love. They usually are yanked out of their cages, terrified, by their tails with metal grabbers around their neck.
- It takes 15 - 40 fox pelts to make one fur coat.
- Fur farm foxes are surrendered to us because they are not usable to the fur farmer. They are too small, have a damaged coat, are missing a body part, are

no longer able to breed or a pup that has been injured. Walking Wild never pays any fur farmer for a fox as that is perpetuating the fur trade. All of our foxes are surrendered to us.

*** For more info please read the study by Born Free USA -
<http://7a1eb59c2270eb1d8b3d-a9354ca433cea7ae96304b2a57fdc8a0.r60.cf1.rackcdn.com/FurFarmReport.pdf> ***

Overview of Volunteer Opportunities

We are so grateful to have volunteers and those passionate about our mission all around the world. Because of this, no matter where you call home, there are opportunities for you to get involved and help us save lives. We encourage our volunteers to take as active a part in our rescue as they are able. Our goal is to create a volunteer team that will be a part of our everyday activities. Your ideas, talents and enthusiasm are valued and welcomed.

Ranch – Our ranch volunteers are helping with the care of our foxes. They are learning about proper husbandry, cleaning enclosures, assisting with meal prep, participating in enrichment activities and helping with socialization. This volunteer opportunity is only available for volunteers 18 years or older. *(must be able to regularly come to the ranch to be eligible for this volunteer role.)*

Outreach – Our outreach volunteers are helping spread the word and make connections. They are actively sharing info on social media, working to identify community partners that can help share our mission and helping to connect influencers, media and other business professionals to our mission.

Creative – Innovation is key to getting our mission out there and reaching more people. Our creative volunteers are helping come up with new and exciting ways to share our mission. They are helping with the implementation of these ideas and continually evolving as our world evolves.

Fundraising – As a nonprofit organization, fundraising is how we are able to keep our doors open and continue to save lives. Our fundraising volunteers are helping us identify different community and corporate fundraising opportunities, researching and helping apply for grants and helping connect us to potential donors.

Transport – All around the country there are foxes and wolf dogs that are in need of a safe place to go. They are no longer able to be cared for by their family, are being abused/neglected or have been dropped off at a local shelter and are needing to get to a place that can properly care for their needs. We are that safe place for these animals and no distance is too far to give them the love and life they deserve. Our transport volunteers help all these animals make their way from wherever they are here to Walking Wild.

Capital - Walking Wild is building a one-of-a-kind facility that will be a safe and luxurious home for all of our animals. Our facilities will allow us to ensure that every animal has the different elements they need to be happy and healthy. If you have a love of fundraising, making connections and building partnerships, the Capital Campaign

team may be the perfect fit for you. This is a very exciting time and our Capital Campaign volunteer team will be on the front lines of helping make Walking Wild Ranch the best it can be.

Rescue - There are a lot of pieces and moving parts to rescuing many of the animals that need to join the Walking Wild family. Our rescue team helps us in the execution of our rescues. Every rescue is different, and many are emotional. Volunteers on this team must be prepared to see the happy and sad parts of rescue. This volunteer opportunity is only available for volunteers 18 years or older.

Facility Maintenance - Are you handy? Do you love building or fixing things? Do you have a background in carpentry or construction? Do you have a background or passion for landscaping? If so we need you on our facility maintenance team. Currently, while our facility is being built, these volunteers will help us build enclosures when an emergency arises. When our facility is complete these volunteers will help with the constant maintenance and upkeep that is needed. They will help with repairs, mowing, gardening, general maintenance, construction and other facility needs.

Our Commitment to You

As a volunteer we truly value your time and talents! Because of this we are committed to treating every volunteer with the upmost respect and professionalism.

- We strive to ensure that every volunteer enjoys themselves, feels connected to our mission.
- Create programs and opportunities that allow you to use your talents and gain knowledge.
- We provide information and education so that everyone has the tools needed to represent and help us to the best of their ability and within their role(s).
- We encourage feedback, honesty and suggestions from every volunteer and promise to listen with an open mind.
- If an issue arises, we promise to handle it with compassion, empathy, confidentiality and honesty.

Your Commitment as a Volunteer

As a volunteer you are part of the Walking Wild Family. As a volunteer we ask the following of you.

- Be respectful, kind and courteous to everyone.
- Follow all posted signs, guidelines and listen to direction. To ensure that our animals and you stay safe, we have signs and guidelines in place. These must be followed. Failure to do so can result in you no longer being able to volunteer.
- Sign and return the volunteer waiver and complete volunteer orientation. The waiver must be signed before you can begin volunteering and orientation must be completed within the first 3 months of being a volunteer.
- Spread the word. No matter what your role, we ask that all of our volunteers help share our mission on social media through sharing posts, photos and talking with family and friends.

- Have access to a computer and internet. We do most of our communicating through email and other online methods. Please be sure to regularly check the email you provided to us for updates and respond to any email that requires your response.
- When working on a project or before reaching out to a new contact inform Molly before reaching out and provide Molly or the board member you are working with the project on, updates.
- Cover all of your own volunteer expenses, unless prior written approval was given by Molly for reimbursement.
- Carry your own insurance coverage. Walking Wild Rescue does not carry health, medical, liability, automobile, worker's compensation or disability insurance coverage for any volunteer.
- Ensure that any and all information you are sharing is accurate. We love questions, so do not hesitate to ask for verification or for information if you do not know.
- Walking Wild Rescue is located on Molly and David's residence. All volunteers must be respectful of the property, not enter their home, non-Walking Wild facilities or fenced in backyard without permission.
- Bring any concern, feedback or suggestion to Molly or Karen.

Representing Walking Wild Rescue

As a volunteer for Walking Wild your actions and words reflect on Walking Wild. We know that everyone has different beliefs, values and backgrounds and we love all the things that make us different and unique. This diversity makes us a strong and dynamic team. However, please do not take a stance on any topic, relating to our mission, that we have not taken a stance or made a statement about. If there is an issue that you think we should be involved in, please inform us and we can have an open and honest conversation about if that is our place. Any personal comment you make on the topic of animal welfare, captive bred foxes, wolf dogs or any animal should be identified as a personal comment.

Walking Wild has a unique aspect of our mission, with our advocacy against the fur trade. Because of this we ask all of our volunteers to refrain from wearing any real fur and refrain from wearing faux fur when representing us. We understand that many of us have heirloom pieces made of fur in our family that have been passed down, however as a large part of our mission is advocating against the fur trade we ask that anyone representing us refrain from wearing any real fur.

As a volunteer, you are allowed to act as a representative of Walking Wild Rescue, but please do so only to the extent described in your position description or permission given.

Social Media

Social media is a great tool that helps us spread the word. We ask and encourage our volunteers to help us spread the word about our mission on social media. In doing so

though, we ask that everything shared be factual, kind and courteous. Any comment made should not be done as an official representative of Walking Wild Rescue. When contributing to Walking Wild social media posts, please use your best judgment.

When engaging with others on social media on Walking Wild's behalf, please keep the following top of mind:

- Identify yourself as a Walking Wild Rescue volunteer.
- Be accurate and take every necessary step to ensure you are sharing the most UpToDate and factual information. Please check your facts with Molly before posting if you have any hesitation. If a mistake is made just acknowledge and correct it.
- Link them back to Walking Wild Rescue.
- Be considerate. Do not use profanity, derogatory language, personal attacks or other inappropriate content. Remember we seek to educate and support people. We always assume best intent when talking to someone.
- Be professional and do not engage in debate.
- Protect any and all sensitive information. As a volunteer you will know confidential and proprietary information. This information is not for public knowledge and is never to be shared on social media unless Molly gives permission to do so.

As a volunteer we ask that you do not start any social media accounts the represent the organization. If you have any questions about this please ask.

We have created a volunteer Facebook group for our volunteers. This is a private group that we ask all of our volunteers to join and engage in discussion on. This is a safe place to ask your questions or share a post that you are wanting to comment on but needing help on how to best address it.

<https://www.facebook.com/groups/walkingwildrescue.org>

Media

As a volunteer, your role may involve helping to connect us with different media outlets. However, we ask that you do not speak to the media, do an interview or share any statement on Walking Wild Rescue or any element of our mission unless given the ok by Molly. Please direct any and all media inquiries to Molly.

Presentations

As a volunteer, your role may involve giving presentations. Please be sure that all presentations are approved by Molly prior to committing. If an animal is wanted for the presentation please link person requesting with Molly so we can be sure that the environment is appropriate and all safety measures are in place. If an animal does attend a presentation, Molly, David or another trained animal handler will be the ones handling the animal for the entirety of the presentation.

Animal Help Request

As a volunteer for Walking Wild you may be asked to help with a captive bred fox or wolf dog that needs rehomed or is being mistreated. You could also be asked to help with a challenge that a captive bred fox or wolf dog owner is having. In any of these scenarios please direct them to Molly. If it is an animal abuse emergency, please advise them to call police or animal control. You can then share with them Molly's info to have authorities to reach out to about taking the animal once it is safe. If you are unsure if it is an emergency or not, please contact Molly for best next steps. Walking Wild Rescue is not a law enforcement agency. We can not remove an animal from someone's home or property unless they surrender it to us. Any seize of an animal must be carried out by law enforcement officials.

Volunteer Support

We want to ensure that every volunteer is having a rewarding and enjoyable experience. We are all here with one unified goal, saving lives. In everything we do our animals well-being and safety of all of our volunteers and supporters is critical. To ensure this happens we have policies in-place to provide all of our volunteers' support when needed and address any issue that arises.

Conflict Resolution

We believe the best way to handle anything is to communicate honestly about it as soon as it happens. To ensure this happens we have an open door policy for all of our volunteers to bring any concern or feedback to us in confidentiality, without fear of any judgment or retaliation.

Although many concerns can be resolved by honest, respectful and immediate communication amongst volunteers, if you are not comfortable with that or feel that it is a bigger issue that needs address here are a few steps to follow.

- Reach out to Molly and Karen about the issue or concern you have.
 - When reaching out please note that this is confidential information that will not be shared.
- After you reach out, we will schedule a time to discuss what you have brought to us.
- Once we have met and discussed your concern, we will develop a plan of action so that you are aware of how your concern is going to be addressed.
- If any follow-up is needed another meeting will be set.

Please note that any concern or issue you have should be brought directly to the person involved in a respectful way or to Molly and Karen. Talking about other volunteers or members of the Walking Wild family to others is not treating each other with kindness or respect and is not acceptable behavior per Walking Wild Rescues guidelines.

Corrective Action Process

Walking Wild Rescue reserves the right to terminate a volunteer's connection and involvement with the organization at any time. However, we view this as a last resort. Unless criminal activity is involved, no volunteer will be terminated without first being given a warning and constructive counseling on the issue that has arisen.

If an issue arises, we will schedule a time to talk about what is going on. Hear any feedback the volunteer has and discuss the best plan of action moving forward. Expectations and an action plan will be put in place for the volunteer so they are aware of what changes we are needing to see. A follow-up meeting will then be scheduled to ensure the volunteer is happy and has made the changes asked of them.

Molly will maintain a written and confidential record of these conversations.

Termination

If a volunteer continues to not follow guidelines or is not willing to change the behavior that has been asked of them, they will be terminated from all involvement with Walking Wild Rescue. Termination of a volunteer is voted on by the board after they are presented with the documented issue. If the board votes to terminate the volunteer's involvement Molly/Karen will schedule a meeting to share this with the volunteer and provided a written letter sharing why termination was warranted. At this time if the volunteer has any Walking Wild property, keys, etc. they will need to be returned.

Possible reasons for termination include, but are not limited to:

- Repeated failure to follow guidelines and direction given
- Mistreatment of animal(s)
- Breaking of confidentiality
- Drug or alcohol use while helping
- Inappropriate conduct
- Continued misrepresentation of Walking Wild Rescue
- Slander
- Theft
- Violence or implications of violence

Please note termination of involvement is always our last resort as we truly value each one of our volunteers and desire to work with any volunteer that may have an issue arise.

Accident or Injury

If you are injured while working at Walking Wild Rescue ranch or with any of our animals, please report it to staff immediately. You will be asked to complete an incident report. If a minor cut or scratch a first aid kit is located by the washing station. If more severe a volunteer may be advised to seek medical attention from their doctor.

Please note that although our foxes are captive bred and our wolf dogs are part dog, they are still animals. A bite from them could result in them being euthanized if it is severe enough the medical care is needed. Although all of our animals are vaccinated for rabies, the health department doesn't recognize their vaccines. To protect our animals it is crucial that you follow the guidelines and directions given to you. Do not do anything with an animal that you have not been asked to do or have permission to do. Do not enter any enclosure without permission or handle any animal without Molly, David or another person they have designated present. Failure to listen to direction or follow guidelines could cause an animal to lose their life.

Conflicts of Interest

As a Walking Wild Rescue you should avoid any outside activity that could negatively affect Walking Wild Rescue, discredit Walking Wild or conflict or appear to conflict with Walking Wild's mission and best interest or conflict or appear to conflict with Best Friends' best interests. The impact Walking Wild Rescue is able to make and the number of lives that are able to be saved rests on our reputation and goodwill of its supporters.

Unless previously authorized no outside activity should involve Walking Wild Rescue logo, assets, funds, facilities, services or materials. If you are asked to participate in an activity that conflicts with the mission and interests, or if potential or actual conflict of interest arises, please contact Molly or the Volunteer Liaison.

Sexual Harassment

Walking Wild Rescue is committed to ensuring we have a fun and safe environment for everyone, free of harassment and unlawful discrimination. In accordance with all federal, state and local laws, Walking Wild Rescue expressly prohibits discrimination or harassment based on race, color, religion, creed, gender, pregnancy, age, national origin, ancestry, physical or mental disability, citizenship, marital status, sexual orientation, military or veteran's status, or any other protected classification.

Walking Wild Rescue expressly forbids and will not tolerate any actions (e.g., words, jokes, comments or gestures) that unreasonably create an intimidating, hostile or offensive environment. We will not tolerate any personal attacks against someone for any of the above including profession and politics.

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature where:

- Submission to such conduct is made a term or condition of volunteering, either explicitly or implicitly
- Submission to or rejection of such conduct has the purpose or effect of creating an offensive, hostile or intimidating work environment

Anyone engaging in sexual or other unlawful harassment may be terminated from volunteer involvement. If you feel that you are a victim of harassment or have witnessed harassment or intimidation of any kind, immediately notify Molly or Karen immediately. Walking Wild Rescue will not tolerate these behaviors or any retaliation, harassment or intimidation of any volunteer who raises a concern or assists with investigating the concern. Any of these behaviors could result in termination from volunteer involvement.

Service Dog and ESA (Emotional Support Animal) Policy

Here at Walking Wild Rescue we understand what a large role our animals play in our lives. However, for our animals' comfort and safety and yours, we do not allow ESAs at Walking Wild Rescue. Service animals, as defined by the ADA as a dog or miniature horse that perform a task or tasks to assist someone with a disability, are permitted but must be kept in a safe and controlled space. Walking Wild Rescue cannot provide this space for your animal and asks that you bring any necessary items to do so. While here the volunteer and handler of the service animal assumes all responsibility for their animal. Service animals are not allowed in any of our animals' enclosures or to interact with our animals. We understand how important a service animal is to their person and will work to provide any volunteer with a service animal opportunities on the ranch, while ensuring none of our animals or your service animal is stressed, uncomfortable or put in a potentially harmful situation.

Contact Information

We are so excited to have you as part of the Walking Wild family and are excited to have you join us in saving lives! If you have any questions or need anything please do not hesitate to contact us.

Molly Schulz
CEO/Founder
mschulz@walkingwildrescue.org
(614)551-9750 (call or text)

Karen Dunn
Board Member/Volunteer Liaison
kdunn@walkingwildrescue.org
(614)483-3101 (call or text)

Thank You!



Fox Rescue and Wolf Dog Sanctuary



Fox Rescue and Wolf Dog Sanctuary

Volunteer Handbook Acknowledgement

I _____ acknowledge that I have received, read, understand and agree to everything laid out in the Walking Wild Rescue volunteer handbook. I understand that I am providing my service in a volunteer capacity and will not be compensated. I understand that the policies laid out in the Walking Wild Rescue volunteer handbook is not a contract of employment. I agree to perform my volunteer responsibilities to the best of my ability and follow the guidelines laid out in the Walking Wild Rescue volunteer handbook. I understand that failure to do so could result in termination of my involvement with Walking Wild Rescue.

Photo Release

While volunteering with Walking Wild Rescue I understand my photo could be taken. By signing I grant Walking Wild Rescue permission to use photos and/or videos of me in any and all publications or online platforms and will not make any monetary or other claim against Walking Wild Rescue for the use of photographs and/or videos that I am included in.

Print Name

Date

Signature