



Guide To Creating a Pet-Inclusive Workplace

+ Printable Checklist



When you think “pet-friendly workplace,” does it conjure up images of dogs barking and fur flying throughout the office?

If you answered “Yes,” don’t worry, you’re not alone.

HR leaders may be hesitant about instituting a pet-friendly workplace, without having considered all of the options available.

So, fear not. We’re here to help decode what a pet-friendly office really means.

Here, you’ll learn how you can implement a wide variety of pet-friendly solutions to satisfy your workforce

70%

of which are pet parents!



It's a well-established fact that pet-friendly offices increase employee engagement.

But having pets on-site isn't always right for every business.

The good news is that there are plenty of other pet friendly policies you can implement to signal to your team that your organization is pet-inclusive.

94%

of employees surveyed were supportive of having pets in the workplace.¹

Start by observing your unique work environment and asking some important questions about your organization and staff.

As an HR leader, you'll want to assess the feasibility and potential impact of incorporating pet benefits into your family benefit strategy.

Consider the following questions:

- What percentage of your workforce identifies as working pet parents?
- Have you heard any feedback from your team regarding pet-related benefits? If not, ask.
- How would the addition of pet benefits align with your organization's values and culture?
- What are the potential benefits that come from adopting pet benefits in the workplace?
- What impact might pet benefits have on employee engagement, satisfaction, retention and overall well-being?



63%

Said additional pet benefits would increase their desire to stay with their company for the next 12 months.

Once you've assessed your company's workplace, start implementing at your own pace.

Refer to the following checklist for inspiration! 📌

○ Pawternity Leave

For employees who have recently adopted or become pet parents, provide some time off to care for their new furry family member. A few days off to care for a new pet can help the pet get acclimated to a new environment and allow the employee to get a feel for their new pet's needs, reducing stress on all involved.

○ Pet Telehealth/Virtual On-Demand Veterinary Care

Providing 24/7/365 access to virtual veterinary care can help working pet parents reduce stress and improve productivity while creating a pet-inclusive work environment. With pet telehealth, employees can consult with veterinarians remotely, ask questions about their pet's health, and receive guidance or recommendations without physically visiting a veterinary clinic. Pet telehealth is a great way to expand access to veterinary care to anyone who owns a pet.

○ Pet Bereavement Leave

Research has shown that 95% of pet owners view their pets as family. So when a pet passes away it isn't "just a pet," it's the loss of a cherished family member. Pet bereavement leave is granted to employees who have experienced the loss of a beloved pet. It provides them with additional time off to grieve and recover from the emotional impact of losing their cherished furry family member.

2-3%

The total number of pets that are covered by [pet insurance](#) in the US and Canada.

○ **Voluntary Pet Insurance**

Pet insurance is a great way for employees to manage the financial aspects of their pet's care. Pet owners can purchase an insurance policy for their pets to help cover the costs of veterinary care and other veterinary treatments like surgery. Due to the higher cost, pet insurance is most often offered on a voluntary basis because participation usually requires the payment of insurance premiums for each insured pet.

○ **Bring Your Dog To Work Day**

Allow your employees to bring their dogs (or cats, or ferrets) to the office. It provides a fun and engaging opportunity for pets, and allows employees to enjoy the company of their furry friends during the workday. Pets tend to break down barriers and are great for amplifying a team environment. If you allow pets in the physical workplace, be sure to set up designated areas including a "pet zone" and "pet-free zones." While most people enjoy pets, be considerate of your team members who may have other issues like fears or allergies that they must contend with.

○ **Formalize Pet Policies**

To ensure that having pets in-office is safe and fun, don't forget to develop clear and comprehensive pet policies that outline guidelines for bringing pets to the office. This includes vaccination requirements, behavior expectations, and rules regarding pet interactions and cleanup responsibilities. It's also a good idea to consider having employees sign a release and waiver of liability form.³

○ **Pet-Themed Internal Communications**

Use internal communication platforms such as Slack or Microsoft Teams to create channels or groups dedicated to pet-related topics. Employees can share photos, stories, and tips, or engage in discussions related to pets, creating a sense of community and shared interest. Get your leadership team involved. Their participation will bolster the company's pet-friendly values.

95%

View their pets
as members of
their family.

This strong emotional
connection strongly
influences how pet
parents feel – both at
home and in the
workplace.



Modernizing The Workplace Through Pet-Inclusive Benefits

Transforming your workplace into a pet-friendly environment can prove to be a fulfilling endeavor, benefiting both employers and employees alike. It serves as a simple yet meaningful gesture, demonstrating your appreciation for the diversity of your team members, including those who share their lives with furry family members. By skillfully implementing these strategies, you can create an office environment that embraces pet families, while motivating and enhancing the employee experience for everyone.

About Airvet

With over 7,500 5-star reviews, Airvet is the leader in pet telehealth solutions for America's top corporations.

Airvet has assisted over 250,000 pet parents in receiving the high-quality care they deserve.

Leading organizations such as Adobe, Ceridian, and Rexford Industrial have chosen Airvet to enhance employee experience and engagement, while fostering a more inclusive and equitable workplace.



(1) [Live Career](#)

(2) [American Pet Products Association](#)

(3) [Purina's Release Form Example](#)

Have questions?

Reach out to our team at hello@airvet.com or visit airvet.com/employers