

# OVERVIEW



The *See it? Stop it!* initiative confirms the culture of care that farm owners and managers demand of every person who comes in contact with their animals. *See it? Stop it!* highlights the integrity of the farm's philosophies on responsible animal care, helps staff understand their important role in animal protection and provides clear direction on how to report instances of animal abuse, neglect, harm or mishandling.

*See it? Stop it!* is not an animal care program or a certification program. It is a directive that requires immediate action if an employee suspects or witnesses animal abuse, harm, neglect or mishandling. The initiative encourages individuals working with or around animals to immediately report any signs of deliberate animal abuse, neglect, harm or mishandling to a supervisor or other individual responsible for enforcement of proper animal care, to ensure the concern is heard and addressed.

*See it? Stop it!* operates with the following values:

1. Animal abuse, neglect, harm and mishandling are unacceptable and will not be tolerated.
2. Proper animal care is the responsibility of every individual who is around animals.
3. Individuals working with or around animals have an obligation to immediately report any signs of deliberate animal abuse, neglect, harm or mishandling to a supervisor or other individual responsible for enforcement of proper animal care.
4. Thorough, ongoing and consistent employee training and re-training are critical to responsible animal care and are necessary components of a comprehensive animal care program.
5. Employers have an obligation to:
  - i. Provide education and promote the importance of proper and responsible animal care.
  - ii. Encourage and enable employees to immediately report of all signs of animal abuse, neglect, harm or mishandling.
  - iii. Provide accessible and reliable contacts who have immediate authority to address reports of animal care concerns.
  - iv. Take swift action to correct all instances of inappropriate animal care.
  - v. Ensure employees who raise concerns in good faith are not penalized.



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