



**PAWS FOR HOPE
ANIMAL FOUNDATION**

**Network Partners
Collaboration
Agreement**

PURPOSE

How we work together both inside and outside of the Network Partnership will impact our relationships with one another, our willingness to trust and work together and ability to build a strong sector.

The intention of the Collaboration Agreement is to provide a framework of how members interact with one another both inside and outside of the Network Partnership work.

COLLABORATION VALUES

The Collaboration Agreement builds upon the Network Partnership Terms of Reference and is based on the principles of

- Trust
- Respect
- Acknowledgement that diversity supports innovation and good decision making
- The shared goal of all Network Partnership members is to build sustainable solutions that will improve companion animal welfare in BC

RESOLVING CONFLICT

Conflict is defined as a disagreement or concern regarding an individual or organization's actions or decisions.

Network Partner members cannot publicly criticize other Network Partner members, and it is strongly recommended not to criticize any other animal welfare/rescue group, individual or organization on social media.

Conflict is best addressed in a face to face meeting, and if that is not feasible, through a phone call. Conflict should never be identified or attempted to be resolved via social media or text messaging.

- Contact individual directly to request a meeting to discuss the issue / conflict
- The goal of resolving issue is to find common ground and to identify steps to assist in the resolution
- If a resolution cannot be found the two parties can request the Paws for Hope
- Board of Directors help to facilitate a resolution
- If it is believed the Board of Directors cannot be impartial, parties can request a third party to help facilitate a resolution

TERMINATION OF MEMBERSHIP

- A member may withdraw from the Network Partnership by providing 30 days written notice
- Any member who is not maintaining their commitment or who violates the terms of the collaboration agreement and / or terms of reference may have membership removed
- Termination protocol is outlined in Terms of Reference