Cornerstone Behavioral Healthcare (CBH) allows employees to bring animals with them to work on a limited basis if they meet specific requirements. The requirements are as follows:

- 1. Permission must be obtained from Supervisor, then CEO, before animal may be brought to office
- 2. The animal must not be aggressive
- 3. The animal's presence does not affect the job performance of employee or others
- 4. The animal's owner must provide and maintain proof of appropriate shot and vaccinations which will be kept in a separate file for said animal
- 5. Because the employee assumes all risk and liability in bringing their animal to work, they may be asked to provide proof of insurance covering the animal in the workplace
- 6. Animals must be leashed and/or in cages at all times unless they are in the employee's office
- 7. The animal and their gear must be kept clean
- 8. The animal's owner is responsible for removing pet waste

At the discretion of management, if the animal is deemed disruptive to the office, management will inform the employee and the animal must be removed from the office.

Frank Willard

01/16/2024

CEO

Date