

Wildlife Sanctuary of Northwest Florida Non-Discrimination and Inclusion Policy

At Wildlife Sanctuary of Northwest Florida, our mission is rooted in compassion—not only for animals but for all people. As a non-profit dedicated to animal welfare and community education, we are committed to fostering an inclusive, respectful, and equitable environment for every individual who engages with our organization. This policy affirms our dedication to non-discrimination, equal opportunity, and the celebration of diversity across all areas of our organization, including employment, volunteerism, programming, services, and community engagement. All who respect animals are welcome here.

This policy applies to all staff, board members, volunteers, interns, donors, visitors, program participants, and partners, as well as any individuals or organizations with whom we collaborate to fulfill our mission.

Wildlife Sanctuary of Northwest Florida does not tolerate discrimination or harassment on the basis of race, color, national origin, ethnicity, ancestry, citizenship, sex, gender, gender identity or expression, sexual orientation, age, religion or belief system, disability (visible or invisible), socioeconomic status, veteran status, family status, language, or any other characteristic protected by law.

Our animal-focused mission is enriched by diverse perspectives, and we believe that inclusive environments are more effective, empathetic, and impactful. We strive to create spaces where every person feels seen, heard, and respected.

We are committed to:

- Ensuring equitable access to opportunities and resources.
- Providing inclusive education and outreach that connects diverse communities to animal welfare, conservation, and nature.
- Ensuring our volunteer, hiring, and leadership practices are inclusive and representative of the communities we serve.
- Continuously learning and improving our practices to support justice and equity.

We are committed to removing barriers that limit participation. Reasonable accommodations will be provided to ensure individuals with disabilities can fully engage in our work, including volunteering, employment, and public events.

Discrimination, harassment, or exclusionary behavior of any kind is not tolerated. Any individual who believes they have experienced or witnessed a violation of this policy is encouraged to report the issue to full-time sanctuary staff. All concerns will be addressed promptly, confidentially, and without retaliation.

We view inclusion as a lifelong practice and are committed to continuous learning. We will review this policy annually and seek input from staff, volunteers, and the communities we serve to improve our approach to equity and justice within the field of animal welfare.

Wildlife Sanctuary of Northwest Florida
Land Acknowledgement

We acknowledge that Wildlife Sanctuary of Northwest Florida is located on the traditional, ancestral, and unceded lands of the Pensacola and Muscogee peoples and all of their descendants who have cared for this land, its animals, and its ecosystems since time immemorial.

We recognize and honor the enduring relationship that Indigenous communities have with this region, its wildlife, and natural resources. As an organization dedicated to animal welfare and environmental stewardship, we understand that our work must include respect for the land's original caretakers and a commitment to equity and justice in conservation.

We express our gratitude for the opportunity to live and work on this land, and we affirm our responsibility to listen, learn, and act in support of Indigenous sovereignty and ecological knowledge.

We invite our visitors, staff, and volunteers to join us in learning about the Indigenous history of this region and reflecting on our shared responsibility to protect the land and all who call it home.