



ADVANCING  
CONSERVATION  
THROUGH  
**EMPATHY FOR  
WILDLIFE®**

# ACE for Wildlife® Network Membership Code of Conduct

2026



[www.zoo.org/empathy](http://www.zoo.org/empathy)

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## About Our Network

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As a professional community of practice, the Advancing Conservation through Empathy for Wildlife (ACE for Wildlife®) Network facilitates the sharing of knowledge, experiences, and data to drive conservation change through fostering empathy for animals and the environment that sustains them. Primarily consisting of zoo and aquarium professionals, the ACE for Wildlife Network has over 30 proud Partner Organizations and over a thousand individuals across the globe committed to fostering empathy for wildlife. The ACE for Wildlife Network is committed to providing and fostering a safe, collaborative, and welcoming environment for all those involved. It is expected that everyone who engages with the Network follows the policies outlined in this document.



## Code of Conduct

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### General Rules

- Feedback provided to colleagues should be constructive and supportive. The ACE for Wildlife Network is designed to be a place of collaboration, continual learning, and growth. Please be respectful and supportive of other folks on their individual journeys.
  - Respect everyone's personal and professional privacy. All language and behavior in ACE for Wildlife Network spaces should be polite and professional.
  - We want to hear your unique voice in your posts, presentations, and resources. Please write in your own words without the use of generative artificial intelligence (AI) (spell or grammar checkers are fine).
    - The landscape around AI is rapidly evolving. For more information on the AI parameters in the ACE for Wildlife Network, [please see here](#).
  - Tone can be hard to interpret in written content. While you may not interpret the tone of a message as such, please assume that the writing is coming from a place of positivity.
  - No doxxing. This is defined as the *"search for and publish private or identifying information about (a particular individual) on the internet, typically with malicious intent."*
  - No hateful speech, bullying, or harassment of any kind.
  - Please give credit where credit is due. Many of us are working on similar projects or projects that build off of foundations that others have established. As a collaborative professional network, it's important that we give everyone their flowers.
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- Individuals should not use their access to the discussion board and Network directories to promote their business(es) or services, seek employment opportunities, or intentionally utilize the Network for their own financial gain. The discussion board channel titled “Job Postings & Professional Connections” is a place where organizations can post job openings or professional development opportunities they are hosting (e.g., NAAEE or NAI workshop or course) and where people can connect with each other ahead of/following conferences.
- As a cross-disciplinary and cross-organizational professional Network, we welcome and encourage collaboration! Those seeking to collaborate with other organizations or individuals in the Network on empathy-related projects should utilize the Job Postings & Professional Connections, Research & Learning, or Phone a Friend boards. Examples of collaborations include a researcher seeking research sites for an empathy-related research project ([see example here](#)), individual seeking collaborators for a presentation at an AZA conference, or organization seeking a partner on an empathy-related project (grant funded or not).





## Discussion Board Rules

All general rules also apply to our discussion board. Below are some additional, discussion-board specific rules that should be followed in good faith.

- This space is intended to be a place for brainstorming and collaboration. The sharing of ideas that may not be fully formed is encouraged and welcomed! As noted above, please provide constructive support and feedback when using the discussion board platform.
- No posts with a political agenda, with the exception of content with a clear connection to the scope of the Network (e.g., conservation legislation).
- We understand that there may be multiple places that seem potentially appropriate for a post, but please select the one that seems the most relevant and do not post the same item in multiple places.
- Please refrain from posting content that depicts blood or gore. Posts and content that contain fully processed biofacts that are used for educational purposes are allowed.
- When appropriate and possible, providing translations of posts/documents/resources/etc. are encouraged.
- Please ensure you are posting things on the appropriate board. When your board is organized by discussion board categories (aka channels), you will see a brief description underneath the name of each category. Before posting, please ensure your post content aligns with the category's description.

If it is found an individual or organization is not abiding by the Code of Conduct, appropriate action will be taken by the Advancing Empathy Team at Woodland Park Zoo and/or the appropriate ACE for Wildlife Network Committee. Repeat lack of adherence to the Code of Conduct may result in expulsion from the ACE for Wildlife Network.

If you have any questions or need clarity on any item in this document please reach out to the Advancing Empathy Team and Membership Committee at [empathy@zoo.org](mailto:empathy@zoo.org).

