



ADVANCING
CONSERVATION
THROUGH
**EMPATHY FOR
WILDLIFE®**

ACE for Wildlife® Network Membership Code of Conduct

2025



www.zoo.org/empathy

Contact: empathy@zoo.org



About Our Network

The Advancing Conservation through Empathy (ACE for Wildlife®) Network is a learning network that brings together motivated professionals to create and share effective practices to foster empathy for animals and people, leading to conservation actions. The Network was established in 2019 to support 20 zoos and aquariums in a 7-state region accredited by the Association of Zoos & Aquariums (AZA). Since that time we have extended the opportunities for both individuals and organizations to join our Network. For the most updated roster of those in our Network, please go to our website.

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 in the form of events, the discussion board, and direct communication(s) with others in the Network follows the outlined policies in both in-person and virtual space

Code of Conduct

The 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.
 - 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.
 - No personal or professional promotions with the exception of peer-to-peer recommendations with a clear connection to the scope of the Network (e.g., individuals should not use their access to directories and the discussion board to promote their business(es) or services).
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On the Discussion Board

- The General Rules also apply to the ACE for Wildlife Network discussion board.
- 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.
- If you see something in the discussion board that sparks an idea or is something you would like to implement at your organization, please credit the original creator/poster (and/or organization) in the creation and sharing of your project.
- 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 death or gore. However, 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.

