
BAMA BULLY RESCUE



VOLUNTEER MANUAL

Contents

WELCOME TO BAMA BULLY RESCUE!	4
ABOUT US	5
Our Mission:	5
History of Bama Bully Rescue	5
Where We Are Now.....	6
Funding	6
POSITION STATEMENTS.....	7
Breed Specific Legislation	7
Containment.....	7
Cosmetic Surgery	7
Diet	7
Dog Aggression	7
Dogs and Children	7
Dog Breeding	8
Dog Fighting.....	8
Dog Parks	8
Euthanasia*	8
Human Aggression.....	8
Identification	8
Living Environment.....	8
No-Kill Movement	8
Owner Surrender	9
Spay/Neuter	9
Stray Dogs.....	9
Training.....	9
Volunteer Opportunities:	10
Rescue Policies	11
Foster / Adoption Process	11
Requirements for Both Foster and Adoptive Homes:	11
Additional Requirements for Foster Homes:.....	11
Dogs Accepted into the Program	12
Dog Intake Procedure	12
Adoption Fees.....	12
Puppy Intake Policies.....	12
Dogs with “Bite History”	12
Euthanasia Policy.....	12

Important Contact Information	13
Volunteer Rights and Responsibilities	14
Volunteer Code of Conduct -	14
Dress Code	14
Attendance	14
Ending Volunteer Service	14
Confidentiality Policy.....	15
Grievance Policy	15
What to do if you have been bitten	15
Tax deductions.....	15
The Dos and Don'ts of Greeting a Strange Dog:.....	16
Responding to Frequently Asked Questions:	17
Why can't BBR accept owner surrenders?	17
What do I tell someone who sees abuse or neglect?	17
What can someone do about an aggressive dog?.....	17
How does someone apply to adopt one of our dogs?	17
What can be done about a dog that is jealous of the new baby?.....	18
How can people prevent their dog from being confiscated due to breed specific legislation?	18
What can be done to help a dog that lives on a chain?	18
What can an owner do about a dog that will not stay inside a fence?	19
How can we help people who want to rehome a dog, since we don't take owner surrenders?	19
How can we stop dog-fighting?	19
What's the best way to introduce a stray or shelter dog into a home?	19
How can military personnel being deployed make sure their dogs are taken care of?	20
Can we accept a dog from out of state?	20
What's the best way to find pet-friendly housing?	20
Why does BBR spay/neuter all of their adoptable dogs?.....	20
Bama Bully Rescue Volunteer Manual Acknowledgement Form.....	21

WELCOME TO BAMA BULLY RESCUE!

Thank you for choosing to volunteer your time to help bully breed dogs in Alabama. Your generosity and dedication are the reason our rescue exists, and means the world to the dogs in our care.

Over the past ten years, Bama Bully Rescue (BBR) placed over 250 dogs in adoptive homes, attended scores of community events in an effort to educate the public about bully breeds and responsible dog ownership, and provided financial assistance to many families for spay/neuter and emergency veterinary services. None of this would be possible without you. You are the ones who selflessly donate countless hours to help the helpless.

Whether you are fostering, transporting, helping with special events, answering e-mail and messages, or using your creativity and talent to promote our dogs and the BBR mission, you can take great pleasure in knowing that you are making a difference in the lives of pit bulls and bully breed dogs throughout our state.

We hope that your volunteer experience with us is as rewarding to you as it is to the animals that receive your love and support. We need your input to make sure that your volunteer service is fulfilling and worthwhile. We are always looking for ways to make our rescue better. If you have a suggestion, please do not hesitate to message one of us. Together, we can make new friends while we accomplish our mission, and have a great time doing it!

Thank you!

Melanie Hughes
Director
Melanie@bamabully.org

Jennifer Mitchell
Volunteer Coordinator
Jennifer@bamabully.org



ABOUT US

Bama Bully Rescue is Alabama's first 501(c)(3) non-profit animal rescue dedicated to bully breed dogs. The time and effort you contribute as a volunteer is vital to ensuring our continuing success and commitment to caring for this misunderstood breed.

Our Mission:

Bama Bully Rescue, Inc. (BBR) is a non-profit, 501(c)(3) organization dedicated to creating pit bull breed ambassadors within the state of Alabama. To this end, we work with animal shelters to rescue pit bull type dogs who are overlooked for adoption and therefore at risk for euthanasia, and pull them for placement in foster care. We also strive to educate the public about the true nature of bully breed dogs, encouraging responsible ownership by offering training, behavioral, and health care advice in hopes of decreasing the number of bullies that would, without such support, be relinquished by their owners.

To achieve this mission, our goals are to:

- Provide humane treatment and care to dogs, specifically pit bulls and bully breed dogs, that have been abused, neglected, abandoned, or fallen victim to other situations that have led them to need a home.
- Provide adoption services to pit bulls and bully breed dogs that have found themselves in need of a permanent loving home or to provide them with a temporary home until a forever home is found.
- Provide education to the public regarding the true nature of the breed referred to as pit bulls in hopes of obtaining a positive image for these dogs.
- Promote responsible pet ownership and offer advice in the areas of behavior, health care, and training in hopes of decreasing the number of dogs relinquished.
- Raise public awareness about the overpopulation of homeless animals and encourage population control by providing sterilization to all dogs adopted out by the organization.

History of Bama Bully Rescue

During 2007, five Alabama women decided that they were sick of seeing their pit bulls rejected by insurance companies, communities, neighborhoods, housing developments, and even their own families, based simply on their looks. Their pit bulls were family, and they believed that, with education, and by creating bully breed ambassadors, they could help end the discrimination that pit bulls face. These five women incorporated Bama Bully Rescue on January 22, 2008, and became the first five members of the BBR Board of Directors.



The first Board members knew that they faced an uphill battle to dispel the myths that surround pit bulls, largely due to their use in the illegal sport of dog fighting during the 1980s. Because of the prevalence of dog fighting in the South, pit bull type dogs were often associated with illegal activity and crime, and they were stereotyped as vicious killers that needed to be eradicated. Many Birmingham Metro communities enacted breed specific laws (BSL), prohibiting responsible bully breed owners from keeping their cherished pets. The less responsible owners simply turned their pit bulls loose to fend for themselves, rather than move to bully-friendly housing, or pay unreasonably high insurance rates. Soon local animal shelters were overflowing unwanted pit bulls.

Oddly enough, compounding the problem has been a resurgence of bully breed popularity during the early part of this century, and an explosion of "back yard breeders". Sitting squarely in the middle of this paradoxical image is the pit bull. Pit Bulls make up the largest percentage of dogs in shelters across the United States! Each year, shelters euthanize 1.2 million dogs, approximately 40% of whom are Pit Bulls. Of all the breeds to appear in shelters, Pit Bulls are by far the most likely to be euthanized, but they are only the third most likely to be adopted.

BBR does not have one central location or a kennel. Instead, we keep the dogs we rescue in foster homes until we find their forever homes. While in foster care, these dogs receive all vaccinations, are spayed or neutered, and are microchipped. In order to reduce the need for rescue, we attend and sponsor public events to raise awareness about the plight of bully breeds and educate the public about the importance of spaying and neutering their pets. We also offer financial assistance to Good Samaritan rescuers who cannot afford to neuter rescued bully breed dogs.

Since its inception, BBR has

- Placed over 250 animals in loving forever homes;
- Provided financial assistance for spay/neuter services or emergency care for more than 100 bully breed owners and Good Samaritan rescuers;
- Sponsored or participated in between 15 and 20 public events per year in order to highlight the true nature of bully breed dogs, and to raise funds for rescue;
- Developed collaborative relationships with local animal shelters to place pit bulls that are on an urgent timeline in foster care;
- Partnered with local retailers, restaurants, and clubs to hold mutually beneficial fundraising events;
- Maintained a website designed to provide education and resources for pit bull lovers;
- Responded to over 300 Facebook messages and email requests per month from pit bull owners and rescuers who needed advice and assistance;
- Posted daily updates to a Facebook page that boasts 61,000 likes, and that promotes our adoptable dogs, publicizes upcoming BBR events, and shares relevant articles about bully breed dogs;
- Established a Bully Breed Crosspost Facebook page with more than 2,400 fans that serves as a “lost and found” site for Alabama pit bulls, and offers Alabama animal shelters a place to showcase their adoptable bully breed dogs;
- Provided a Foster and Adopter Facebook page that allows proud pit bull fosters and adopters to share pictures and information, and seek guidance from other pit bull owners regarding training and medical issues.

Funding

Bama Bully Rescue receives no state or federal funding and instead thrives by the following means:

Contributions:

- Adoption fees
- Private donations
- Corporate and foundation grants
- Partnerships with retailers who donate back to rescues that promote their products.

Merchandise

- Annual Calendar
- T-shirts
- Collars and harnesses
- Misc pit bull paraphernalia

Special Events:

- Running for the Bulls (annually in March)
- Beer, Bands and Bullies (annually in August)
- Painting for Pitties (during the winter months)
- Bowling for Bullies (during the winter months)
- Pop-up fundraising events at pet-friendly restaurants and retail establishments
- Merchandise sales at adoption and community events

In-Kind Gifts:

- Gifts purchased through our [Amazon Wish List](#)
- Donations of crates and blankets

POSITION STATEMENTS

We know that it is not possible for animal advocates to agree on everything. However, we want our volunteers to know our position on certain controversial subjects. As a volunteer, you represent BBR. If you have serious concerns with any of the position statements listed below, please let us know. We can provide resources and background on why we believe what we believe, and help you to make an educated decision about whether BBR is an organization that you can fully support.

Breed Specific Legislation

BBR fully supports reasonable, non-breed specific, dangerous dog laws; laws that will protect responsible owner's rights and promote a safe community for all residents. BBR does not support any form of breed specific legislation (BSL), which targets specific breed(s) for restrictions or bans. We know that BSL is ineffective, costly to residents and unfair to responsible dog owners.

Containment

BBR recommends that fosters and adopters use proper containment to prevent dogs from running at large, including: sufficient fencing, crate, dog run and/or kennel at home, and proper use of leash and collar outside of the home. We insist that adopters use the same methods. Pet owners may allow their dogs to run unleashed in a fenced enclosure under supervision, but BBR believes that that use of "shock" collars, electric fences, and "invisible" fences as containment methods are inhumane. BBR also believes that prong collars are not effective training devices, and should not be used. Retractable leashes are also discouraged, because they do not allow enough control and are prone to failure. BBR recommends that owners crate all family dogs when left unsupervised indoors.

Cosmetic Surgery

BBR does not support the subjection of animals to cosmetic surgery, such as ear-cropping and tail-docking, which are unrelated to their health and well-being.

Diet

BBR recognizes that, due to their predisposition to skin allergies, the majority of bully breed dogs do best with a high quality, grain free diet. BBR also recommends daily joint supplements that are beneficial for any medium or large breed dog.

Dog Aggression

Dog aggression (that is, aggression shown by dogs towards other dogs) is a complicated matter. Dog aggression can range from aggression toward all dogs, to aggression toward dogs of a certain sex, size, or energy level. Aggression also varies based on a dog's age. For example, adolescent dogs (six months to two years of age) may exhibit "teenage" characteristics, where they test boundaries with their owners, and even with other dogs. BBR encourages pit bull owners to understand that their dogs may not get along with all other dogs, and that there are multiple levels of dog tolerance. Dogs are individuals and should be treated as such. We believe it is the owner's responsibility to keep their own dog and other dogs safe. This means taking precautions such as not letting dogs run loose and separating dogs from other animals when not able to supervise them.

Dogs and Children

Raising toddlers and dogs together can be safe and wonderful for both. However, BBR encourages parents to be alert at all times. NEVER trust a young child alone with a dog or puppy, EVER. We encourage people to think of a dog as a pair of pointy scissors. If you leave the room, take the kid or the dog with you or put the dog in its crate, exercise pen, behind a baby gate or some other place where he cannot leave and the kids cannot go. Never put the dog in the position of needing to correct the kids.

Dog Breeding

BBR is strongly opposed to the sale of dogs through pet stores and similar outlets (i.e. puppy mills and indiscriminate breeders). Investigations have exposed cruel and inhumane conditions in many such establishments; including overcrowding, filth, inadequate shelter, and lack of food, water, and veterinary care. We believe that irresponsible “backyard” breeders serve to increase the number of unwanted dogs that overwhelm animal shelters. Because backyard breeders choose profit over animal welfare, their animals typically do not receive proper veterinary care. Animals may seem healthy at first but later show issues like congenital eye and hip defects, parasites or even the deadly Parvovirus.

Dog Fighting

BBR remains a strong opponent of all forms of animal fighting and exploitation, and we support law enforcement and prosecutorial activities intended to reduce this widespread inhumane practice. BBR will not label dogs as 'bait' or 'fighting' animals without substantial evidence and/or witnesses. The mere presence of fight wounds does not indicate that a dog was used as 'bait' or as a 'fighting dog'.

Dog Parks

While BBR recommends that bully breed owners not bring their dogs to off-leash dog parks, we believe that it should be up to each individual responsible owner to decide whether a dog park is right for their dog, regardless of breed.

Euthanasia*

BBR energetically promotes the adoption of all dogs accepted into our rescue. However, we acknowledge that some animals may demonstrate dangerous behavior during foster care, or after adoption. When presented with a dog that is not potentially a good candidate for future adoption, BBR either will encourage humane euthanasia of the dog, or, if reasonable, will take legal possession of the dog in order to facilitate humane euthanasia. BBR strongly supports the use of the most humane methods available, such as euthanasia by injection, attended to by trained personnel.

**Note that animals are never euthanized for lack of space in the rescue, and there is no time limit in which an animal must be adopted.*

Human Aggression

BBR believes that human aggression is not normal behavior for a bully breed dog, and renders the dog unadoptable. Aggression towards humans is a completely separate behavior than aggression towards other dogs. Pit bulls were bred to be very gentle with people and to obey their owners. Human aggression can be a result of genetic instability or extreme abuse. BBR will not accept into the rescue, or assist with rehoming a dog that exhibits human aggression. We will reclaim dogs from BBR adopters if the dog begins to present with abnormal human aggression.

Identification

BBR encourages the identification of all pets through collars with tags and permanent identification methods (i.e. microchips).

Living Environment

BBR believe that bully breeds deserve to be a member of the family, and we require fosters and adopters to allow their dogs to live inside the house. Fosters and adopters should allow dogs to play outside only under close supervision.

No-Kill Movement

BBR believes that the no-kill movement treats the symptoms of pet overpopulation, rather than seeking to eliminate the root cause – irresponsible pet ownership and lack of affordable spay/neuter services. We believe that no-kill shelters may allow unsuitable and dangerous animals to be released to the public. Animals in these ‘no kill’ shelters may pile up and live horrible lives in tiny cages for long periods of time. Some of these places turn into hoarding situations.

Owner Surrender

BBR does not accept owner surrenders. Owners must take responsibility for finding a suitable home for a dog that they are no longer able to care for. Owners who are surrendering their dogs with behavior issues for adoption should seek assistance for a temperament evaluation or a referral by contacting their local shelter or dog trainer. Dogs that demonstrate aggression towards humans or *significant* aggression towards other animals should not be placed for adoption. Dogs with known bite histories should not be placed for adoption.

Spay/Neuter

BBR believes spaying and neutering are the most effective ways of overcoming the bully breed overpopulation crisis. We support mandatory spay/neuter procedures prior to adoption. With the advice of a veterinarian, we support early-age (pre-pubertal) sterilizations. We will not allow pregnant females to go full-term when late term spay resources are available.

Stray Dogs

BBR does not have a central facility in which to keep stray dogs – even those rescued by Good Samaritans. We recommend that strays be turned in to local animal shelters. While this is not an ideal option, they will be safe from starvation, the elements and injury.

Training

BBR supports the use of positive training methods (reward good behavior, and remove rewards for bad behavior) and discourages punishment as a means to teach a dog how to behave correctly. Dog training allows animal owners to learn about the behavior of their pet and how to positively affect changes. We recommend basic obedience training based on positive reinforcement rather than on punishment.

Volunteer Opportunities:

Business Liaison

If you are outgoing, and not afraid of rejection, we need you! Our business liaisons ask local businesses for raffle items and door prizes to be used at our events. You don't have to have tons of connections, but it helps!

E-Mail / Facebook Messenger

Our messengers answer the dozens of (sometimes heartbreaking) questions and requests that we get each day on our Facebook pages and through our website. This job requires strong writing skills and tons of patience.

Event Staff

Volunteers who staff events put feet on our mission, and spread the word about the true nature of bully breed dogs. They provide one-on-one training about responsible pet ownership. They also serve as sales people, moving the merchandise that funds our objectives.

Foster Parent

We are a foster-based rescue. We cannot emphasize enough the importance of our volunteers who are able to accept a dog into their home, to love and train and treat like family.

Grant Writer

We know that there are dozens of foundations that want to give us money to fund our mission. Grant writers tell our story in a way that donors can understand.

Graphic Designer

Fund raising requires imagination and marketing. Our designers work to grab the attention of our donors.

Home Checker

BBR does a physical home inspection before we approve a foster or adopter. This includes visiting the home, performing a short interview with the prospective dog parents, identifying any dangers to puppies or dogs, and reinforcing the 2-week shutdown policy.

Photographer

We rely heavily on our gifted photographers to take pictures at events, and capture the beauty and unique personalities of our dogs in special photo shoots. We use the photographs on Facebook, our website, and in grant applications and reports.

Social Media / Website Maintenance

Keeping our social media feeds and our website current and relevant is essential to our ability to raise funds to support our mission. This position requires up-to-date knowledge of technology and good writing skills.

Transporter

We love "freedom rides", and so do our transporters. These folks volunteer their vehicles and time to transport BBR dogs from the shelter to a veterinary clinic or their new foster home.

Videographer

A picture may be worth a thousand words, but expertly done videos of our dogs playing are the best adoption tools we can have. Videographers travel to foster homes to capture our dogs in motion, put the video to music, and add it to our Facebook feed.

Rescue Policies

Foster / Adoption Process

The steps to adopt or foster for BBR are:

1. Complete our online adoption application,
2. Correspond through e-mail and phone with rescue volunteers, to complete the screening process,
3. Pass a veterinary/personal reference check, and
4. Pass a home check performed by rescue volunteer.

If an adoption application is approved, the prospective dog parent is invited to a “meet and greet”, and can take the dog home with them that day. The foster parent or transporter will get the adoption contract signed, and accept the adoption fee on behalf of BBR.

Requirements for Both Foster and Adoptive Homes:

- Dog must be kept indoors as a family pet and involved in family activities.
- Dog must be crate trained and crated indoors when unsupervised.
- Dog must be kept up to date on vaccinations and heartworm prevention.
- Adoptive families should understand that we may ask for an update on the dog at any time, and if one is not provided, BBR has the right to take appropriate steps to follow up on any adopted dog (phone calls, vet checks, drive by, etc.)
- All homes should wait at least 2 months after adding a new dog before adding another pet.
- Current dogs must be up to date on vaccines and spayed/neutered, unless there is a valid medical reason they are not.



Additional Requirements for Foster Homes:

- The foster family should agree to work on house manners and teach the dog how to be a good pet. Some shelter dogs will come without knowing any house manners.
- The foster family should agree to make an effort to train basic obedience (Sit, down, off, etc.).
- The foster family should agree to follow the puppy socialization checklist provided in the foster packet, if fostering a puppy.

“It came to me that every time I lose a dog they take a piece of my heart with them. And every new dog who comes into my life gifts me with a piece of their heart. If I live long enough, all the components of my heart will be dog, and I will become as generous and loving as they are.”

—Unknown Author

- The foster family should agree to try to allow the dog to have as many experiences as possible, but in a cautious manner and using common sense (meeting strangers, children, other dogs, cats, going to the store, the park, etc.).

- The foster family should provide us with updates and information about the foster dog.

- If a current foster home would like to accept more than one foster after the current foster has been in the home at least 2 months, it may be allowed pending vote by BBR Board of Directors (the Board).

- Puppies 16 weeks and under, brought into the program, should be held in foster care until at least 16 weeks of age, throughout the vaccination period.

Dogs Accepted into the Program

Dog Intake Procedure

BBR prefers to rescue dogs from Alabama animal shelters at the recommendation of the shelter staff. This assures that the dog has been through a stray hold in hopes that the owner would be found, and has undergone an initial examination by the shelter veterinary staff to discover any medical issues (for example: heartworm positive, physical deformities). BBR does not accept owner surrenders. BBR does not accept dogs from outside the state of Alabama.

We believe that a dog's physical ailments can be corrected or overcome with a loving home and professional veterinary care. However, poor temperament is more difficult, and in many cases more expensive, to treat. We try to keep in mind that our goal is to improve the reputation of bully breed dogs by creating breed ambassadors. Therefore, BBR will not accept into our program any dog that displays aggressive or dangerous behavior, especially toward humans.

In order to accept a dog into the BBR program:

- The dog must undergo a stringent temperament evaluation by a member of the BBR Board of Directors.
- The Board will identify vetting requirements, and the availability of funds to pay for veterinary care; and
- BBR will have available an approved foster who has agreed to accept the dog.

In order to allow the dog to acclimate to new surroundings, become comfortable in a new environment, and therefore show any aspects of personality that may not have been apparent during initial evaluation, foster dogs should have a minimum foster stay of at least two months before adoption.

Adoption Fees

- Puppies - \$250;
- Adults - \$200;
- Elderbulls (over 8 years of age) - \$150.

Puppy Intake Policies

When possible, puppies will be kept with mother/littermates until at least 8 weeks of age for socialization purposes. BBR will never leave a mother dog in the shelter in order to get her puppies.

Dogs with "Bite History"

Dogs with a KNOWN bite history will not be accepted into the BBR program. If a BBR dog (already in the program) bites a person, the Board will consider the situation/circumstances of the bite, and determine if the dog should be removed from the foster or adoptive home. BBR does not believe it is a responsible policy to rehome dog with a bite history.

Euthanasia Policy

If a dog accepted into the program displays human aggression, the Board will arrange to have the dog evaluated by a professional trainer. BBR will do everything within its power to rehabilitate a dog that has already been accepted into the program, if it begins to display dangerous behavior. Depending on the advice of the trainer, and the final decision of the Board, BBR may have dogs deemed to be dangerous humanely euthanized. This is an agonizing decision for the members of the Board, and is never, ever taken lightly.

Important Contact Information

General Contact Information

General Mail – mail@bamabully.org

Donate money or supplies - donate@bamabully.org

Volunteer with us -volunteer@bamabully.org

Events – events@bamabully.org

Shelters – Intake@bamabully.org

Contact us via mail:

P.O. Box 2123
Birmingham, AL 35201

Like us on Facebook - <https://www.facebook.com/BamaBullyRescue>

To crosspost an Alabama shelter dog, or to report a dog lost or found:

<https://www.facebook.com/BBRCrossposts/>

Volunteers & Fosters

<https://www.facebook.com/groups/1408280676091249/> (Private Facebook group)

E-mail - Volunteer@bamabully.org

Central Storage Facility

900 18th St N, Birmingham, AL 35203
Unit 81
Phone: 205-214-9990

Volunteer Rights and Responsibilities

Volunteer Code of Conduct -

It is important that all volunteers understand, agree to, and comply with all BBR policies and guidelines. Violation of these policies may result in limitations to your involvement as a volunteer. Conduct that damages the reputation of Bama Bully Rescue within the community may result in termination.

- Please be polite and respond courteously when speaking with anyone seeking information about the rescue.
- When confronted with owners of unaltered pets or those whose pets are living in less than ideal conditions, remember that if you are judgmental and condescending to owners, you will lose their trust and will likely miss an opportunity to connect.
- Please contact the Volunteer Coordinator if there has been a negative confrontation between volunteers and/or individuals in the community.
- If unsure of an answer, policies, or procedure, please ask the Volunteer Coordinator. If they are not available, ask any member of the Board.
- If a media representative approaches you, please direct them to our Director for information or an interview.
- The following conduct will result in immediate dismissal from all volunteer duties with Bama Bully Rescue:
 - Careless, negligent performance of volunteer duties.
 - Substance abuse or stealing.
 - Discourtesy to or harassment of a volunteer, donor or community member.
 - Abuse, neglect, or disregard of animals in their care.

Dress Code

The following requirements are in place for volunteer safety. When in doubt, use common sense when dressing for volunteer work.

- BBR Volunteer t-shirts should be worn while volunteering whenever possible. BBR hands out volunteer shirts at the annual Volunteer Luncheon, held in January. You can also request one from the Volunteer Coordinator after completion of at least six hours of volunteer service.
- Wear comfortable clothes. If you do not have a Volunteer Shirt available, try to wear something that includes the BBR logo. BBR t-shirts are available for purchase through any Board member.
- Hats, hoods and sunglasses are not recommended while working with dogs, as they may frighten them.
- Closed toed shoes are required if visiting an animal shelter to transport a dog, or assist with an evaluation.

Attendance

Volunteers who are scheduled to perform specific functions on an assigned day will make a commitment to the requesting volunteer or event coordinator. If you are unable to follow through with your assignment, please contact the volunteer coordinator no less than 24 hours before the scheduled date. Volunteers who do not attend a scheduled activity repeatedly will be deleted from the volunteer roster. If you have not assisted with an event or participated in a volunteer activity during the past twelve months, you will be deleted from the volunteer roster.

Ending Volunteer Service

Volunteers who wish to end their volunteer service should contact the volunteer coordinator to complete an exit survey. These surveys allow exiting volunteers to anonymously share their insights and suggestions with members of the Board in order to improve the volunteer experience.

Confidentiality Policy

Volunteers are responsible for maintaining confidentiality of all proprietary or privileged information while serving as a volunteer for the organization. BBR never discloses the background of any dog accepted into the program, especially if the animal has been confiscated as evidence in a cruelty case. Every dog we rescue is given a new name and a new start in life.

Grievance Policy

If you have a grievance against a member of the Board, volunteer, or dog under the care of a volunteer of BBR, or against BBR's policies and procedures, please notify any Board member. All grievances will be responded to within ten business days. If an individual outside of BBR has filed a grievance against a volunteer, it is the policy of BBR to support the volunteer. Due to this, it is crucial that volunteers keep the Volunteer Coordinator up to date on problems and issues surrounding their volunteer experience. All grievances should be submitted in writing and include the following:

1. Name of the individual and/or the name of the dog if applicable;
2. Detailed description of the situation of allegations of misconduct or illegal activity;
3. Date or dates of the alleged misconduct or illegal activity;
4. Actions already taken to resolve the actions of the misconduct or illegal activity directly involving the individual(s) of said complaint; and
5. Desired outcome of the complaint.

What to do if you have been bitten

If any dog bites you and breaks the skin, causing you to bleed, you need to report the bite to the volunteer coordinator within 24 hours of when the bite occurred. The law requires that we report all bites. The teeth of the animal, not the nails, must have broken the skin. If you are unsure, then please report the bite anyway.

Tax deductions

Volunteers may be eligible to claim deductions on their tax returns for travel time to and from volunteer assignments. We encourage you to check with your tax advisor.

The Dos and Don'ts of Greeting a Strange Dog:

1. Don't approach the dog. Pretend you are ignoring the dog. Dogs prefer not to be zeroed in on by strangers. Have you ever noticed how well mannered dogs meeting for the first time turn their heads away from each other?
2. Ask the dog's person for permission to meet their dog. Assuming they say yes, follow the steps below.
3. Stay relaxed. You can yawn, put on an easy smile, or slowly blink your eyelids. Keep your body loose. All these signal to the dog that you are not a threat.
4. Do not look the dog in the eyes. While eye contact signals trustworthiness to most Westerners, in the dog world it signals aggression or threat.
5. Turn your body so you are not facing the dog. Again, being face-to-face is polite to most of us, but can signal threat or aggressive intentions to a dog. Notice how well mannered dogs greet – as they approach, they make a half-moon curve as they pass each other and turn nose to butt.
6. Stand straight or squat. Do not crouch over the dog. We doubt you want to be crouched over by a stranger and neither does your dog. It's threatening.
7. Allow the dog to come to you. Most dogs are naturally curious and they will let you know if they are interested in you. If the dog doesn't approach you, don't take it personally.
8. If the dog shows interest by sniffing you with a relaxed posture, tail wag (not all dogs will wag and not all wagging is friendly), perhaps looking at you with soft eyes – then you can slowly offer the dog your hand for investigation.
9. Let the dog sniff your hand, if she wants to, and then gently touch the dog on the shoulder, neck or chest, not the top of the head.
10. The dog will clearly tell you if she wants more interaction or if she is finished with you. Listen to her and respect her space.
11. If at any time during the interaction the dog backs away, stop what you are doing.

Responding to Frequently Asked Questions:

Why can't BBR accept owner surrenders?

We get multiple requests from shelters, Good Samaritans and bully owners daily to take dogs. Because Alabama shelters are overcrowded with bullies in need, we have made it our mission to focus on bringing only shelter dogs into our program. If we accepted owner surrenders, how could we possibly take them all? Where would we put them? How would we choose which dogs to accept and which dogs to turn away? We couldn't, so we don't. Pit bulls are ranked the #1 breed in shelter intake and in shelter euthanasia nationally. To see what we mean, walk through a shelter and look at the kennels full of bullies, run after run, with an animal control truck pulling up with more. We try to choose the very best dogs for the program, because there is no way we can take them all. We go home after visiting those shelters, and resolve to work even harder at rescue. We are 100% volunteer run, and receive no government funding. We rescue because we love the breed, and we sacrifice our own time and money doing it.

What do I tell someone who sees abuse or neglect?

It is not legal for us or for anyone other than the owner to take the dog off the owner's property. However, if an animal advocate calls animal control in their area, they have that right, and will investigate any complaint. Ask the advocate to PLEASE, call the local police, animal control or humane society and tell them what's going on.

We understand that if this is someone's neighbor, and they have already spoken to them about the dog, this can create significant problems depending on the emotional stability of the dog's owners. Personal safety needs to be an animal advocate's primary concern.

They can also get some advice on how to handle this situation from the following websites:

- <http://www.sunbearsquad.org/gfguidelines.shtml>
- <http://www.humanesociety.org/about/state/alabama/>
- <http://www.alabamaspca.org/index.php/about-us>

We know that nobody wants a dog to go to animal control or a shelter, but if the dog is being abused or neglected, that might be the best we can do to help her.

What can someone do about an aggressive dog?

Our first suggestion is to take the dog to their vet. If this is a sudden change in behavior, it may be a symptom of an underlying medical condition. If the vet cannot confirm a medical condition, they can ask if a sedative could be prescribed for times when they know that the dog will be in contact with other dogs. As an alternative, some of our foster parents use an over the counter calming chew called Composure, that is available on Amazon.

Our next suggestion is to find a professional dog trainer to help them cure this reactivity. BBR can help find a trainer that is experienced with bully breed dogs, and that specialize in the type of behavior that is disrupting their household.

While working on the training, they may also want to think about using a humane muzzle. A pet store can help them find one that can be worn anytime the dog is out of the crate, and not eating.

There is also a technique called "crate and rotate" that they can use during the training process. Here is a link that describes this technique. <http://www.pbrc.net/rotate.html>

How does someone apply to adopt one of our dogs?

They can go to our website <http://bamabully.org/steps-to-adopt/>, and scroll down and click on the words APPLY TO ADOPT. That will take them to our online application. One of our volunteers will contact them to begin the screening process.

What can be done about a dog that is jealous of the new baby?

If their pup was their "child" before they had babies, and her status in the household changed significantly when the babies came along, she is just trying to get their attention. We hope they will work with her to help her accept the children.

First, be sure that she gets enough exercise. A tired pit bull is a good pit bull. Sometimes high energy dogs require more exercise than we have time to provide. One solution is to feed the dog with treat toys, so that she has to work for her food. Here are a couple of links to Chewy.com to show them what we have used:

- <https://www.chewy.com/planet-dog-orbee-tuff-snoop-dog-toy/dp/103061> (fill with her dry dog food and put her where she can move around as much as possible)
- <https://www.chewy.com/kong-extreme-dog-toy-large/dp/38493> (mix peanut butter and with her dry dog food and stuff the Kong - to make it really hard, freeze it, so that she has to work hard to get it)

When they take a walk with the kids, take the dog along, or enlist the help of a friend or family member to walk her.

A flirt pole is a great option for any terrier breed, and takes very little effort on the human's part. Here is a link on what the pole looks like, and a video of how to use it:

- <https://www.chewy.com/outward-hound-tail-teaser-refill-pet/dp/113717>
- <https://www.youtube.com/watch?v=EtPjTZCVZvk>

Finally, here are some articles on how to help their dog get used to the kids:

- <http://www.whattoexpect.com/first-year/ask-heidi/dealing-with-a-dog-and-a-baby.aspx>
- <http://www.parents.com/parenting/pets/babies/how-baby-changes-pets-life/>
- <http://www.asPCA.org/pet-care/dog-care/dogs-and-babies>
- <http://www.petplace.com/article/dogs/behavior-training/understanding-your-dog/jealous-dogs-how-to-prevent-a-green-pooch>

We hope they will try to work with their dog, instead of rehoming her. We realize that this can be very challenging for a busy parent. If they do decide to rehome her, we recommend a rehoming website called Rehome, through Adopt-a-Pet (<https://rehome.adoptapet.com/list-a-pet/step-1>). Adopt-a-Pet will lead them through each step of the rehoming process.

How can people prevent their dog from being confiscated due to breed specific legislation?

For more information about areas with BSL, please go to <http://bslcensus.com/>. If they live in an area with BSL, and their dogs are at risk of being confiscated or worse, our best advice is to purchase the necessary materials to do a genetic test on their dog.

Most of the dogs that are called 'pit bulls' in the shelter seem to have very little genetic ancestry in common with any of the 'pit bull' breeds, meaning that most of the dogs that are labeled as 'pit bulls' have little to no genetic relationship to each other.

DNA tests are available from a wide variety of sources. If they need assistance finding a DNA kit, please let us know.

What can be done to help a dog that lives on a chain?

Please reach out to Alabama Chained Dog - <http://www.alabamachaineddogs.org/>.

They service Jefferson, Shelby and Bibb counties. They set up 10x10x6 or larger kennels on the dog owner's property with permission, of course. They take the dogs to be fixed and vetted. They provide them with a doghouse and a starting supply of food, and sometimes, toys. They are a totally donation driven non-profit. There are dogs on waiting lists to be served. They are good at what they do and have the tough conversations with the owners about proper care, food and shelter.

What can an owner do about a dog that will not stay inside a fence?

1. Exercise. If there is any way to wear her out, do it. That's easier said than done in a busy household, but is the least expensive option. A tired pit bull is a good pit bull. We use a Flirt Pole with our pit bulls. It's easy on us, and wears her out in a short period of time. Here's a link to show them how to use it: <https://vimeo.com/26279876>
2. Neuter. We hope that the dog is spayed/neutered. If not, this may help his wanderlust a little bit.
3. Dog-Pen. They should think about either creating or buying an X-Pen to contain her when they cannot supervise her. Here's a link, to show them what we mean: <https://www.tractorsupply.com/tsc/search/dog%20pen>
4. Aerial Dog Run. If they have something to attach the two ends to, think about an elevated lead (just be sure she has access to a covered area and water): https://www.tractorsupply.com/tsc/product/retriever-aerial-dog-run-large-for-pets-up-to-80-lb-25-ft?cm_vc=-10005
5. Toys. Lots of them. We have even created a sand box for some of our pit bulls. Some dogs enjoy the activity of digging.

How can we help people who want to rehome a dog, since we don't take owner surrenders?

We recommend a free rehoming service through Adopt a Pet (<https://rehome.adoptapet.com/>).

How can we stop dog-fighting?

Our rescue is not well equipped to deal with individuals or groups who participate in dog fighting. Fortunately, there are several organizations that make it their primary goal to wipe out dog fighting in the state of Alabama and throughout the Southeast. Please ask them to report what they have found to one or more of the following organizations:

- Norred and Associates, Inc., an Atlanta-based private security firm, operates a pit bull fighting tip hotline—1-877-215-2250—that allows private citizens to report suspected dogfighting and related animal abuse occurring in the Southeastern US anonymously. Norred's private investigators follow through on every call. The tip line offers rewards up to \$5000 for leads that end in the arrest and conviction of individuals involved in such felony crimes.
- There is a hot line for reporting dog fighting, operated by The Humane Society of the United States, which offers up to a \$5,000 reward for information leading to the arrest and conviction of a dog fighter. Please note that their identity will be protected. 1-877-TIP-HSUS (1-877-847-4787)
- North Talladega Humane Society has announced the formation of the "Fund for the Prevention of Animal Abuse." Its purpose is to offer rewards for information leading to the arrest and conviction of anyone abusing animals, the more serious offenses being dog fighting and poisoning. This offer is area wide including adjoining counties. For additional information, call 256-249-3573.

What's the best way to introduce a stray or shelter dog into a home?

Remember that nobody knows how long this dog was on its own, so we recommend a process called "shut down" for any stray that someone is trying to introduce into their canine/feline family. Here are the basics, with a more complete description at this link: <https://www.bamabully.org/two-week-shutdown>.

Briefly, crate the dog and introduce it gradually to its new home over a period of 2 weeks. During the two-week period, the dog is not to be exposed to any other animals in the house, and should be on a leash any time that it is out of its crate, even if everyone is just chilling in front of the TV. This allows the dog to learn to trust them and bond with them (that's why the leash is important), and get acquainted with other members of the household by smell and sound, rather than by sight. After the two-week period, they can begin to introduce the dog slowly to their other animals (on leash) and let the new dog have a little more freedom when the resident dogs aren't around.

Another tip is to take a towel, rub it on all of their other animals, and then rub it on the new dog. After everybody's smell is on the towel, use it as part of the bedding for their new dog. When all those scents mingle, their new dog will begin to feel a part of the "pack", and will be more accepting of the other dogs when she is finally introduced to them.

Pit Bull Rescue Central (PBRC.net) has many other resources for introducing a dog into their home, and training tips. If after the two-week shutdown, if the dog's behavior does not improve, please let us know. Also, we would be happy to help with neutering. We can provide financial assistance, if needed.

How can military personnel being deployed make sure their dogs are taken care of?

Here are some organizations that may be able to help.

- www.dogsondeployment.org/page/contactus
- www.pactforanimals.org/pacts-work/military-foster-program/
- www.guardianangelsforsoldierspet.org/

Can we accept a dog from out of state?

Because there are so many needy bullies in Alabama, we've made it our mission to focus on dogs in our home state. Please ask them to check PBRC.net for a list of rescues in their state.

What's the best way to find pet-friendly housing?

First, a couple of websites that might help them in advocating for their dog with potential rental managers:

- <http://www.badrap.org/renting-your-dog>
- <http://blog.padmapper.com/2016/12/28/how-to-find-a-pet-friendly-apartment/>

Also, check these web pages:

- <http://www.zillow.com/al/pet-friendly/>
- <http://www.zillow.com/XXXXX-county-al/pet-friendly/>
- http://www.trulia.com/for_rent/XXXXX_c/lg_dogs
- <https://hotpads.com/XXXXX-al/apartments-for-rent?pets=cats-dogs>
- <https://www.padmapper.com/>

Why does BBR spay/neuter all of their adoptable dogs?

If people think that just having one or two litters won't hurt anybody, this fact should change their minds: according to the Humane Society of the United States, 10,000 babies are born in the U.S. on any given day. On that same day, however, 70,000 puppies and kittens are born. Match those two statistics up, and folks will see that there will never be enough homes for all the animals born in this country unless we all take responsibility for spaying and neutering our pets. Change begins with responsible rescues, like ours. We know that:

- Spayed/neutered pets live longer, healthier lives
- Spaying their female pet greatly reduces the risk of breast cancer and completely eliminates the threat of uterine and ovarian cancer.
- Neutering a male pet prevents testicular cancer and prostate problems, and helps him avoid serious health problems like hernias and perianal tumors.
- Males neutered at a young age are far less likely to develop dominance or aggression-related behavior problems, including possession and food guarding, territory marking (lifting his leg on everything in sight), aggression toward other dogs, and "humping" inappropriate objects.
- Neutering a male pet relieves him of the constant urge to go out in search of a female in heat. Ridding him of his urge to roam could very well save his life, and save them from a terrible broken heart.
- Spaying a dog or cat eliminates her heat cycle and the mess that goes with it. Also, females in heat often cry and howl incessantly, develop nervous behavior, and attract every unaltered male dog in the neighborhood to their yard!
- Altered animals are generally more docile and easier to train.

Bama Bully Rescue Volunteer Manual Acknowledgement Form

I have received a copy of the Volunteer Handbook. I agree to follow and abide by all of the procedures, rules and policies that it contains. I understand that the Volunteer Handbook is intended to cover the procedures, rules and policies most often applied to day-to-day activities. These policies are subject to change at the sole discretion of the BBR board of directors. From time to time, I may receive updated information concerning changes in policy. I am aware that I may ask questions about procedures, rules and policies.

Volunteer Signature: _____ Date: _____