

## Plan ahead- build relationships now.

**LAW ENFORCEMENT** – Discuss concerns with your local law enforcement authorities . city police and county sheriff . about the animal rights threat to animal agriculture and potentially to your business specifically.

Talk with the police about a worst-case scenario . your company is hit and the police catch the perpetrators. Decide now if you're going to prosecute. What would the charges be? What penalties would the convicted person face? Remember, if explosives or arson are involved, it's a federal crime, with an investigation overseen by the Bureau of Alcohol, Tobacco and Firearms. If you have a meat processing facility or have animals on the premises and damage . whatever damage -- exceeds \$10,000, it's a violation of the federal Animal Facilities Protection Act, and the FBI may become involved. Make sure your local law enforcement authorities are aware of the federal policies in these situations.

Don't fall prey to the assumption that if you prosecute, you're a bigger target. Companies with zero tolerance+, those known to take a hard line on criminal activity, are not likely to be on the top of a hit list+.



**MEDIA** - If contacted by media indicating they have received a video showing mistreatment of animals on your farm or in your facility, first ask if the video they were provided is an uncut, unedited video with audio. If the answer is no or they are unsure, you should state that you would like to see the video, but that you can only review it if it's the full unedited version with audio. It would be impossible and unfair to review an edited video against your standard operating procedures.

Most journalists want to ensure their source is credible. If they are denied the full video by the activists, journalists are not likely to go further with the story. If they are provided the full, uncut video (unlikely), then it's fair game for you to talk with them and agree to review it.

You should state that you will review the video and conduct a thorough investigation into the claims and actions depicted. Further indicate that, if the alleged mistreatment is proven to have taken place, all individuals involved will be disciplined and prosecuted to the fullest extent.

Your written company statements should also promote your company's commitment to animal care and to providing affordable, safe food. State that your company has animal welfare policies and training and that no mistreatment of animals will be tolerated.

If you fund research relative to animal health or welfare, recognize these efforts. Ensure that your company's commitment to serving the community as a local employer in good standing is known.

Be ready to talk with the media if you become a target. Have one company spokesperson already designated, media trained if possible, and have prepared statements ready.

Not all of the above situations apply to all companies in all situations. Be practical and use common sense. Operate under the philosophy that it's better to be prepared for the worst while you expect only the best.

These recommendations should be considered advice from years of addressing animal rights tactics and campaigns, as well as consultation from law enforcement and security specialists, but it is suggested to contact your legal counsel to ensure compliance with all relevant laws.

**Please contact the Alliance if you need assistance.**

  
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# FARM SECURITY

for the 21<sup>st</sup> century

## Vigilance is Key -

Take these simple steps to strengthen facility security

Activists operating as undercover employees+, computer system sabotage, website hacking, spray-painting, vandalism, destruction of property, liberation+ of animals, and threats of poisoning food products in grocery stores are hallmarks of radical animal rights efforts to stop your company from doing what it's supposed to do . sell products.

Train your long time employees to be your eyes and ears+ for these kinds of behaviors and inform them they need to report such potentially suspicious behavior or conversations to management. They can be your key to recognizing a plant and preventing your company from being the next victim of animal rights set ups.

One approach has been successful in anti-terrorism preparedness is the S.C.A.N system (See . Contact . Ask and Notify).

Pay attention to cafeteria or break room discussions about new hires who don't fit in+ or those who seem to be overly curious about the company for a temp or short-timer. Plants+ may even hang out with employees off hours, again usually to find out more about the company and how it operates.

Also important - train your employees and inform them it is their duty and responsibility to report any mistreatment or mismanagement of animals to management. Any cruelty acts should be stopped and prevented if possible, and all such acts should be reported.

Lastly, periodically operate your own undercover operation to ensure animals are being handled properly and company policies are being implemented.

**Don't be paranoid, be vigilant.**



## Remember:

- 1. Do the right thing.**  
Implement scientifically-verified animal care programs. Conduct training, as well as in-house and third-party audits to ensure all policies are being followed at all times and by all employees. Act swiftly to correct any problems.
- 2. Be cautious.**  
Thoroughly vet any new hires. Require that all employees, starting with new hires, sign an animal care code of conduct. Train your longtime employees to watch for suspicious behavior.
- 3. Plan ahead.**  
Build relationships with your community, local law enforcement, and media. Create a crisis management plan in advance in the event that you become a target of an activist group.

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# Employee Screening

Consult with your attorney to ensure you're protecting your company while safeguarding your employees. Right-to-work and other protections differ from state to state, so vet any new policies.

Agriculture and food production have been designated as key assets that are critical to the infrastructure of the U.S. by the Department of Homeland Security. As such, you should require that all applicants and employees (aliens included) provide accurate information about employment. You should verify that current employee data is also correct and updated.

When hiring, ask for references, and verify with previous employers to ensure they were legitimate employees. If you use a labor service or a temp agency, talk with them about your concerns and enlist their help in screening. Ask for workers or temps who are known to the agency or service.

Inform employees that they may be approached by individuals requesting access or even offering payment for access to videotape or take photographs of the farm without knowledge or permission of the owners. If so, they must report it immediately to management. If they agree to do so without permission of the owner/manager, they will be in violation of company policies and will be terminated.

*Before implementing any recommendations, please consult with your attorney.*



## Spot an Activist:

- Generally young, 18-30, Caucasian
- May use college ID instead of driver's license- be especially cautious if you are near a university
- Often seek work for just a few weeks
- Car has out-of-state plates
- Comes to work unusually early or stays late
- May stray into areas of plant/farm not required for their position
- Appears over-educated, or inappropriately educated, for position- such as unrelated college degree

**Don't take employees into parts of your operation where they normally wouldn't have access – even if they tell you "I've always wanted to see how that was done".**

## When Activists Contact You:

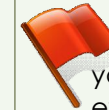
*Before responding, research.*

Should your company be the recipient of a letter or email from PETA, HSUS or another activist group that makes claims about your farm operations . possibly suggesting that they are aware of cruelty . do not agree to meet with their representatives and do not respond.

## Other areas to monitor:



**1.** Trucks parked at plants or behind offices overnight are favorite targets for spray-painting, sand/sugar in gas tanks or vandalized engines.



**2.** Routinely back up your computer files. Add extra firewalls to your website and computer system. Store backup files for your system in a fireproof area.



**3.** If mail or packages appear suspicious, return them to the post office. Take precaution in opening all mail – some animal use companies have been targeted with razor blades hidden in envelopes.

# During the Interview:

## What to ask potential employees

**1. Have you ever legally, or otherwise, changed your name?** If so, where, when and why? Or another way to ask the question: Have you worked or earned a degree under another name? (As a note . the IRS would probably like to know if - Mr. Jason Smith aka John Knoldt aka Christopher Arnold Parrett, and aka Chris Paxton - properly filed his tax return for his employment under each name).

**3. Do you possess or use any equipment that you intend to have during work hours that can collect audio, video or still pictures?** If so, please list and show us this equipment. Cell phones with cameras may be allowed, but your company should document who has them.

**4. Have you ever observed an animal being subjected to treatment that you believed was harmful?** Where, when and what did you do about it? (Learn how the person handled the situation . you can interpret a lot from their reaction).

**Require all employees with access and responsibility for caring of animals to sign a letter of agreement that they understand and agree to carry out animal care policies. If they refuse to sign the letter, they should not be hired or should be terminated.**

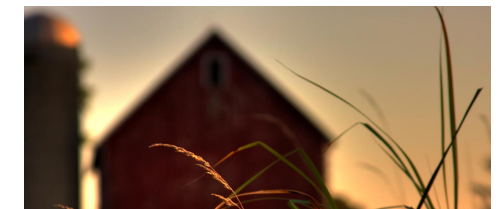


**2. Are you currently working for any organization that is paying/asking you to collect information related to our company proprietary procedures or processes?** If so, please provide the name and contact information for the organization/person.

You should have a policy that audio/video or photography tools may not be used during work hours or on the property of your business without express permission from management. Include in your policies that use of such items could lead to confiscation; otherwise, without it being a written policy, there are some legal restrictions on your ability to ask for, or take, such equipment.

## 10 Security Checklist Items to Remember

Is your farm or facility safe? Ask yourself these questions to help you identify potential areas of vulnerability.



- 1 Is your facility located near any wooded areas?
- 2 Do you have adequate lighting inside and out?
- 3 Who has the keys or codes to your locks?
- 4 Do you use TV surveillance?
- 5 Do cameras sweep inside/outside areas?
- 6 Do you have motion detectors inside/outside?
- 7 Do you have foot patrol or patrol car drive-bys?
- 8 Are the frequencies of these checks varied?
- 9 How high are your fences?
- 10 Don't let facility security compromise employee security- ever.

Get in touch with us:  
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