**Video Title:** It’s National Bring Your Pet to Work Day

**Video URL:** <https://www.youtube.com/watch?v=pPfo2JYXcyE>

**Run Time:** 2:11

**Source:** Pet Awareness Days/YouTube

**Close Caption Available:** Yes

The scenario for this video is two offices that celebrated National Bring Your Pet to Work Day by permitting employees to bring a dog to work on that day. Permitting employees to bring their dog to work classifies as a nonmandatory benefit in the list of benefits on page 248, Figurer 10-2 of the text. One employee points out that leaving a dog at home while you are working is difficult. (This is particularly true if no one is available to take the dog for a walk while you are at the office.) Another employee says that Dog Day is working out great. It is relaxing to take a break from the office routine and walk your dog.

A few of the dogs are nervous at first, but they seem to get along well with each other. A challenge mentioned in the video is to avoid dog accidents in the office. One employee interviewed says with a smile that a disadvantage of bringing your dog to work is the difficulty in getting your work accomplished. A TV commentator concludes that bringing your dog to work can lighten up a drab day at the office.

*Questions for Thought and Discussion*

1. Why is permitting workers to bring their dog to the office on National Bring Your Pet to Work Day classified as a nonmandatory (discretionary) benefit?

2. As the HR director of your company, would you post a list of acceptable and non-acceptable pets to bring to work on National Bring Your Pet to Work Day?

3. What should company management and HR do about employees who intensely dislike dogs and are even fearful of them?

4. How should HR deal with the concern expressed that having dogs in the office makes it difficult to accomplish work, and least for some employees?

5. How might celebrating National Bring Your Pet to Work Day by allowing pets on premises violate the norm of being an *inclusive* organization?