Occupational Health and Safety Program for Animal Workers

In accordance with the Public Health Service Policy on Humane Care and Use of Laboratory Animals, which requires awardee institutions to establish an Occupational Health and Safety Program for all personnel who work in laboratory animal facilities or have frequent contact with animals, NIU has established the following policy with which all personnel who work around live vertebrate animals should be familiar.

This Occupational Health and Safety Program for Animal Workers is administered by the Office of Research Compliance and Integrity (ORCI) under the guidance of the Institutional Animal Care and Use Committee (IACUC).

1. Who should participate?

The program covers all personnel involved in live vertebrate animal care and use at Northern Illinois University. Participation in this program is mandatory. This includes, but is not limited to researchers, instructors, students and NIU employees, full or part-time.

2. How to participate:

Activities with live vertebrate animals have been divided into general categories of risk. However, a particular activity may change its risk category based on information provided. The Laboratory Safety Manager and Attending Veterinarian, in consultation with the IACUC, will make the final determination for each protocol’s Hazard Level. The chart below provides a general guide to activities likely to fall into each hazard level.

<table>
<thead>
<tr>
<th>Hazard Level</th>
<th>Activities</th>
</tr>
</thead>
</table>
| Low          | Course work with animals  
              | Observational Field Work  
              | Field research with fish, amphibians, nonvenomous reptiles, & birds |
| Moderate     | Animal facility husbandry  
              | Laboratory animal research activities  
              | Field research with venomous species and mammals other than non-human primates |
| High         | Laboratory animal research involving biological or chemical hazards  
              | Field research involving non-human primates |

At the low hazard level:
1. ORCI will provide the PI with protocol specific information on potential hazards and protective measures available to participants.
2. The PI is required to:
   a. Distribute the information regarding hazards and protective measures to participants prior to contact with the animals, through lecture and/or written document.
   b. Review the provided hazard-specific information with all participants.
c. Document that the information has been provided to all participants (with provided sign in form) and submit this documentation to the Laboratory Safety Manager, ORCI.

At moderate hazard level, in addition to the actions listed above:

1. Participants will complete a Health Questionnaire. This will be reviewed by the Occupational Health Provider, Kishwaukee Corporate Medical. Kishwaukee Corporate Medical will evaluate each Health Questionnaire and make a Health Assessment for each participant that will include one of the following:
   a. The individual can work with no restrictions.
   b. The individual can work with the specific restrictions: ____________.
   c. The individual should not participate. Further follow-up requested.

At the high hazard level, in addition to the actions listed above:

1. Kishwaukee Corporate Medical will also receive the potential hazards and has the opportunity to provide input.

Regardless of the risk level designated by the IACUC, any person involved with the care and use of animals through an NIU-associated teaching, research, or training activity may request consultation with Kishwaukee Corporate Medical at any time by filling out and submitting a Health Questionnaire.

To ensure confidentiality and comply with all federal and state regulations, all medical information provided will be given directly to Kishwaukee Corporate Medical without review by NIU.

3. Vaccinations

The following vaccinations are strongly suggested for all participants. Tetanus, Diphtheria, Pertussis (Tdap) in the past 10 years, Hepatitis A, Hepatitis B and annual flu shot.

4. Testing

Participants in all protocols involving nonhuman primates (regardless of hazard level) will be required to have an annual tuberculosis (TB) skin test. A waiver is given only after consultation with the Occupational Health Specialist.

5. Special precautions for pregnancy, illness, immune suppression

Any condition which may put the worker at additional risk such as pregnancy, illness or compromised immunity should be discussed with a physician. Information about the type of work performed and the animals in use should be shared. Any suggested accommodations should be forwarded to the supervisor/principal investigator for implementation, or alternatively, participants may complete a Health Questionnaire form and submit it to the Occupational Health Specialist.
6. Hazard and Risk Identification and Assessment

Hazard and risk assessment will be conducted annually for the animal facility staff in Montgomery Hall and Psychology. Hazard and risk assessment for each protocol will be done in cooperation with the PI. Please contact ORCI for the most recent assessment information and Hazard Analysis Form.

7. Access by Housekeeping, Maintenance, or Other Non-animal Care and Use Personnel

In situations where housekeeping, maintenance, or other non-animal care and use personnel must access the animal rooms, they are briefed on appropriate precautions and provided any appropriate PPE and are permitted in the area for a limited amount of time. A member of the animal care staff will be available for escort if needed. If there is extensive or prolonged work to be done the animals are removed prior to the individuals being allowed into the room.

8. Reporting and Treating Injuries

a. Accident/Incident Report

In the event of an illness or injury, supervisors and/or the principal investigator will complete an accident/incident report and send it to Laboratory Safety (ORCI). The report includes the name of the injured person, his/her contact information, status (student, faculty, staff, or visitor), a description of the accident/incident, the response and medical treatment, if any, and any follow up or corrective action.

b. Obtaining Medical Treatment

In the event of bites, scratches, illness or injury, supervisors and/or the principal investigator should be notified. In the case of a minor injury, Kishwaukee Corporate Health is available during regular business hours for employees. Students may go to NIU Health Services for minor injuries. Kishwaukee Community Hospital Emergency Room is available 24 hours daily. In the event of a serious injury, medical assistance should be sought immediately. In the case of a medical emergency, a call will be made to 911. Patients should NOT be taken to University Health Services for medical emergencies.

References:

Guide for the Care and Use of Laboratory Animals, Institute of Laboratory Animal Resources, commission of Life Sciences, National Research Council, National Academy Press, 2011.

PI submits IACUC Protocol

Hazard Analysis (Laboratory Safety Officer, Attending Veterinarian, IACUC)

Low Risk:
- Course work with animals
- Observational Field Work
- Field Research with fish, amphibians, nonvenomous reptiles, & birds

Moderate Risk:
- Animal facility husbandry
- Laboratory animal research activities
- Field research with venomous species & with mammals other than non-human primates

High Risk:
- Laboratory animal research involving biological or chemical hazards
- Field research involving non-human primates

ORCI provides activity-specific information regarding hazards & protective measures

PI distributes information (lecture/written format) to participants; documents that this information has been provided

ORCI provides activity-specific information regarding hazards & protective measures

PI Reviews & distributes information to participants; documents that this information has been provided

Health Questionnaire (All participants)

Kishwaukee Corp. Medical
- Evaluates Health Questionnaire & provides recommendations & restrictions to the participants. A copy is sent to PI

ORCI provides activity-specific information regarding hazards & protective measures

PI Reviews & distributes information to participants; documents that this information has been provided

Health Questionnaire (All participants)

Kishwaukee Corp. Medical
- Evaluates Health Questionnaire & provides recommendations & restrictions to the participants. A copy is sent to PI