



OSHPAC Manual

Occupational Safety and Health Program for Personnel with Animal Contact

Revision Date: March 2020

Forward

The purpose of the Occupational Safety and Health Program for Personnel with Animal Contact (OSHPAC) is to minimize the risks of working with vertebrate animals to an

- x Are involved in accident prevention activities. Employee observation and feedback to correct at-risk behaviors of coworkers and praise safe behavior is an effective and recommended technique. Teams of employees and peers for investigating accidents and incidents and to perform workplace inspections are also recommended.

Laboratory Personnel (employees and students)

- x Follow the guidelines in all laboratory safety documents.
- x Follow oral and written laboratory safety rules, regulations, and standard operating procedures required for the tasks assigned.
- x Keep the work areas safe and uncluttered.
- x Review and understand the hazards of materials and processes in the laboratory research prior to conducting work.
- x Utilize appropriate measures to control identified hazards, including consistent and proper use of engineering controls, personal protective equipment, and administrative controls.
- x Understand the purpose, capabilities, and limitations of personal protective equipment issued to them.
- x Promptly report accidents and unsafe conditions to the PI/Laboratory Supervisor.
- x Complete all required health, safety and environmental training.
- x Participate in the medical surveillance program, when required.
- x Inform the PI/ Laboratory Supervisor of any work modifications ordered by a physician as a result of medical surveillance, an occupational injury exposure.

Additional Duties of Laboratory Personnel Working Autonomously

In addition to the above responsibilities, laboratory personnel working autonomously or performing independent research are also responsible for the following

- x Notify and consult with the PI/Laboratory Supervisor, in advance, if they intend to deviate from their written scope or scale of work.
- x Provide the PI/Laboratory Supervisor with a written scope of work for their proposed research.
- x Provide

- x Work in cooperation with supervisors and IACUC to ensure up to date Occupational Health and Safety training modules are supplied.
- x Perform regular laboratory inspections and provide reports.

Institutional Animal Care and Use Committee (IACUC)

- x Assures that animal care and use complies with all federal, state, and local regulations as well as university policy and assurances.
- x Reviews and investigates concerns or complaints involving the appropriate care and use of animals.
- x Negotiates modifications, suspends or terminates animal activities deemed not in compliance with those regulations.

Section 2: Program Summary

The Occupational Safety and Health Program for Personnel with Animal Contact (OSHPAC) is applicable to all employees involved in the direct care of vertebrate animals and their living quarters, including:

- x Full time, part time, and temporary WCU personnel involved in animal care areas that house animals for research and/or teaching purposes.
- x Personnel conducting field studies or wildlife research.
- x Personnel listed on an Institutional Animal Care and Use (IACUC) protocol.
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history of individual employees. Baseline risk assessment will involve completion of an Animal Contact Questionnaire and, depending on personnel category, may include medical surveillance.

Section 3: Program Enrollment

Category 1 personnel will not enroll in the OSHPAC, but must receive training specific m

Individuals enrolled in the Medical Surveillance Program are required to complete a medical evaluation 13.1 002 To

Section 4: Hazards Associated with Animal Contact

There are many kinds of physical, environmental, or biological hazards associated with the use of animals in teaching or research. Some examples are provided below:

Potential Risk of...	Due to...	Examples
Back Injury and other acute injury (crush, abrasion, laceration)	Lifting, pushing, twisting, falling getting stepped on, kicked, etc.	Feed bags, cage racks, restraining large animals, slipping on wet floors
Burns	Hot water, steam	Cage washer, autoclave, steam clean
Ocular injury	Particulates, UV, Chemicals	Bedding, UV lights, chemicals
Chronic injury	Repetitive motion	Cage changes
Hearing loss	Excessive noises	Cage washing areas, dog runs
Electrical Shock	Faulty electrical wiring	Wet floors, ungrounded equipment
Puncture wound	Bites or scratches	Unrestrained animals
Needle stick	Injecting or bleeding	Improper sharps disposal
Exposure	Allergens, biohazards, chemicals, radiation	Animal hair, dander, serum, animal proteins. Human pathogens, zoonotic agents (latent or introduced). Hazardous materials used for testing, cleaning, anesthetics, etc. Research isotopes, X-ray equipment.

Best Practices to Minimize Animal Hazards

A hazard control program to reduce exposure to animal hazards should employ the following types of controls:

- x Eliminate the hazard, for example use computer models or cell culture in place of in vivo studies involving animals.
- x Substitute the hazard with the use of a less hazardous component such as using a comparable non-aggressive species in place of an aggressive species.
- x Engineering controls to isolate and contain the hazard such as a biosafety cabinet or chemical fume hood.
- x Administrative controls to minimize exposure such as training, standard safety procedures, medical surveillance, scheduling to reduce contact, and personal hygiene practices
- x Personal protective equipment should be implemented after all other attempts to reduce the hazard (as described above) have been put in place. PPE includes barriers such as gloves, face shields, eye glasses, disposable gowns, respirator, etc.).

Safe work practices and an understanding of the hazards associated with the procedures

The following safe work practices should be adhered to

- x Restrict access and provide warnings to the work area to reduce the number of employees at risk of exposure.
- x Personal hygiene is essential, ~~also~~ wash hands before and after handling animals and removing gloves.
- x Avoid exposure by ingestion, do not eat, drink, ~~smoke~~ apply cosmetics etc., in areas used for the care and use of animals. Keep hands away from ~~mouth~~ protect mouth from splash hazard. Never pipette by mouth, always use an automatic pipetting device.
- x Decontaminate surfaces before and after work and immediately after a spill of hazardous agent.
- x Practice good housekeeping and maintain animal care areas in a clean and organized manner. Prevent clutter from accumulating and becoming contaminated. Decontaminate surfaces and floors regularly and use dust suppression methods (wet mopping, HEPA filtered vacuum, etc.).
- x Always wear the required personal protective equipment (PPE)
- x Reduce t

occurrence, and the compensability of a reported injury or illness under the terms of the North Carolina Workers' Compensation Act. A safety followup report will be completed for all accidents.

