

Version: 2.0 Effective Date: 1/15/2025	ANIMAL OCCUPATIONAL HEALTH AND SAFETY PROGRAM POLICY	Supersedes Document Dated: 9/11/2024
---	---	--

I. Background

The Public Health Service Policy on Humane Care and Use of Laboratory Animals (hereinafter referred to as PHS Policy) requires institutions receiving PHS funds to establish and maintain a program for the care and use of animals in research and teaching, using the current *Guide for the Care and Use of Laboratory Animals (Guide)* as the basis for said program. An essential component of this program is for the institution to have a health program for all individuals who are listed on an Animal Use Protocol (AUP) and/or work in laboratory animal facilities or have contact with animals.

At the University of California, Berkeley's (UCB) animal care and use program is the responsibility of the Animal Care and Use Committee (ACUC), Attending Veterinarian (AV), and the Institutional Official (IO). In cooperation with the UCB's University Health Service (UHS) Occupational Health Clinic, an occupational health and safety program as it pertains to animal use has been developed.

An individual's requirements for participation in the institutions' occupational health and safety program will depend on the nature of the person's relationship with UCB (i.e., employee or visitor), the research activity and/or nature or frequency of the animal contact or exposure, animal species involved, and associated risks for workers and animals. Accordingly, the program may not affect all individuals equally.

II. Policy

The ACUC uses a risk-based approach and, therefore, requires the below individuals to enroll in the Animal Occupational Health and Safety Program (AOHSP) and complete the initial baseline Occupational Health Surveillance System (OHSS) evaluation, which includes an initial Risk Assessment (RA) done by their AUP's PI or supervisor. In addition, each individual must submit a personal Health Questionnaire (HQ) and complete any OHC Medical Assessment (MA) follow-up (e.g., blood tests, fit testing) prior to beginning their work or contact with animals.

1. All individuals named on a research or teaching AUP; and,
2. Any individual who, through their employment, has contact with or exposure to live animals, must enroll in the AOHSP.

University of California, Berkeley - Animal Care and Use Program

3. Any individual who is a Visitor (as defined in the ACUC Visitor Policy) may need to participate in the OHSS program as described in that policy.

An individual's personal health status will influence any recommendations made by UHS's Occupational Health Clinic (OHC) medical staff. After the initial baseline enrollment and approval by the OHC medical staff, future requirements of the AOHSP will be risk-based as described below.

The Risk Categories for Animal Research specify *the minimum participation and period approved/covered before a RA, HQ and MA should be re-reviewed. Renewal time frames for individuals after the initial baseline OHSS evaluation* are as follows:

- 1) **Risk Category A - 6-month Approval Period**
 - a. Mandatory Semi-annual Renewal
 - i. *Mycobacterium tuberculosis* (TB) Work
- 2) **Risk Category B - Annual Approval Period**
 - a. Mandatory Annual Renewal
 - i. Non-Human Primate Work
 - ii. SARS-CoV-2 Work
 - b. Strongly recommended Annual Renewal (*but not required*)
 - i. Rodents (mice, rats, tuco tucos, guinea pigs, etc.)
 - ii. Wild Animals / Field Work
- 3) **Risk Category C - 2 Year Approval Period**
 - a. Mandatory (RA and MA)
 - i. Bats
 - ii. Pseudo-type Rabies, G-deleted rabies virus
 - iii. Field work involving exposure to animals that may carry Rabies
- 4) **Risk Category D - 3 Year Approval Period**
 - a. Birds

Regardless of the initial timing of an individual's Occupational Health Clinic review of an RA, MA and HQ, all personnel – except those covered by Risk Category E – must be current on their RA, MA and HQ at the time of the AUP's de Novo / Continuing Review prior to the AUP being reapproved by ACUC.

PI/Supervisors, whose lab member's OHSS risk assessments do not correspond with the AUP de Novo schedule, are responsible for ensuring that they review the RA to meet the 3-year OHSS renewal requirement appropriately for all lab members unless they are

University of California, Berkeley - Animal Care and Use Program

covered under item 5 below. (See Appendix 1 instructions, Ongoing Assessment steps 1-3).

- 5) **Risk Category E - 3 Year Approval** (Continued participation is *Optional* after initial Baseline RA and HQ; and, meeting any MA requirements)
- a. Fish
 - b. Amphibians
 - c. Reptiles

III. Applicability

- A. This policy applies to all employees, students, volunteers, visiting researchers or other visitors, and non-UC collaborators who are listed on an Animal Care and Use Protocol and/or work with live, vertebrate animals in research or teaching are required to participate, as detailed below, in the UC Berkeley AOHSP. Even PIs who do not themselves work directly with animals are required to enroll in the AOHSP using the Occupational Health Surveillance System (OHSS).
- B. Students whose only animal exposure is in the classroom or in the field as part of a course are not required to enroll. However, the instructor should provide information an AOHSP handout, that is reviewed by the OHC and provided to instructors at the beginning of Spring and Fall semesters by OACU, about any potential health risks with the animal species being used.
- C. All OLAC personnel (e.g., animal care staff, animal health technicians, and veterinarians) who work in animal facilities or have contact with laboratory animals or animal tissues are required to participate in the program as well. They are all required to use OHSS, make appointments and come through the clinic on initial hire and annually thereafter.
- D. Other university employees who may have intermittent exposure in the course of their employment (e.g., physical facilities personnel) but with less frequency than animal technicians or research lab staff are identified by their department and OLAC Supervisory staff *if there is a specific risk reason that they will need screening*. These employees are then required to make an appointment with the Occupational Health Clinic. Once the clinic staff have evaluated the employee, they will send a clearance to the employee's department and OLAC to let them know if the employee is cleared to be in the specific animal area that the department and/or OLAC had requested.
- E. Outside companies with employees hired as contractors for work done in and around the animal facilities should review the [Vivarium Safety](#)

[Guidance](#) written by EH&S. The company said contractor works for is responsible for ensuring that all occupational health and safety issues are addressed for their employees.

- F. Individuals working with nonhuman primates (NHPs), in addition to completing a HQ via OHSS, are required to enroll in NHP medical screening.
- G. Members of the ACUC and Office for Animal Care and Use (OACU) staff must also enroll and participate in the OHSS.
- H. All Visitors – as defined in the ACUC Visitor Policy, must be sent the Animal Occupational Health Visitor Form (see Appendix 2). If the visitor will be in UCB's animal facilities/labs for more than 3 consecutive days, or if they are entering NHP or bat areas for any length of time, they must complete the form, sign/date, and submit it to the Occupational Health office for review and clearance *prior to entering the facility*.
- I. Non-UCB personnel who are employees of a company hired/contracted by UCB to do physical plant/facility work and who may be working in and/or around animals are not subject to this AOHSP Policy. While UCB may provide information about risks working around animals (e.g., allergies, etc.) to those people working on facility projects for animal housing, the company employing said individuals is responsible for ensuring the health and safety of their employees. Depending on the nature of the work and animals in that area, UCB reserves the right to require specific vaccinations and/or testing in order to protect animal health and the integrity of the vivarium.
- J. Non-UCB personnel who are employees or personnel of start-up companies that have arranged and/or contracted with UCB to utilize OLAC animal space and facilities for research with mice and/or rats (e.g., BAKAR Labs/BBH companies) must be listed on an ACUC approved Animal Use Protocol; and, received a Health and Safety Handout as provided by UCB/BAKAR Lab management and acknowledged receipt of such before accessing animal facilities or labs.

University of California, Berkeley - Animal Care and Use Program

Participation in the AOHSP

Participant	AOHSP Clearance	Where to go in the event of work-related accidents, injuries, and/or illnesses
<ul style="list-style-type: none"> • Employees • Students • Volunteers 	Enroll and participate in the OHSS	a) Life-threatening or severe injuries require activation of the 911 system.
<ul style="list-style-type: none"> • Sponsored Guests* • UC Collaborators • Non-UC Collaborators* • Visiting Scientists or Researchers* • Affiliates* • Other Visitors 	Must submit a Visitor Form (see III.H. or J. above) as applicable	b) Urgent or non-urgent injuries can be treated at the UHS/ Tang Center Urgent Care or the Occupational Health Clinic. Employees may choose to be treated by their primary physician.
<ul style="list-style-type: none"> • OLAC staff 	Enroll and participate in the OHSS	c) If an injury occurs when the University facilities above are closed or if Urgent Care determines that their injury requires more in-
<ul style="list-style-type: none"> • Veterinary Students on Externships with OLAC 	Visitor Form reviewed by the OHC. Students are expected to be covered by participating at their home institution or have arrangements with their personal physician for appropriate coverage.	depth care, participant should go to Alta Bates Hospital in Berkeley.

*Note - People who are not paid by the University and are collaborating on a project, attending a conference or auditing a class are eligible for a [Sponsored Guest account](#), which does not require entry into the HR system. However, anyone who is paid by the University or needs access to restricted campus services needs an Affiliate account which must be initiated through the campus HR system and result in having a CalNet ID.

IV. Definitions

- A. Animal – Any live, vertebrate animal used or intended for use in research, research training, experimentation, teaching, biological testing, or related purposes.
- B. Animal Biosafety Level (ABSL) – Classification of risk level that the research is conducted under. Such level is assigned by the Committee on Laboratory & Environmental Biosafety.
- C. Occupational Health Surveillance System (OHSS) – A secure online mechanism for conducting a risk assessment and corresponding, HIPAA-protected, confidential medical evaluation for employees with exposure to animal biohazards and other workplace or laboratory exposures.
- D. Individual – Any UC Berkeley faculty, staff, or student as well as collaborators, visitors, volunteers and affiliates who have direct contact with or exposure to animals or animal tissues.
- E. Personal Protective Equipment (PPE) – Equipment worn to minimize exposure to a variety of hazards.
- F. Nonhuman Primate (NHP) Exposure Program – A mandatory medical surveillance program for individuals who work with or are exposed to nonhuman primates, their unfixed tissues and/or bodily fluids (e.g., blood, urine).

V. Responsibilities

- A. ACUC – Responsible for establishing and evaluating a risk-based AOHSP. The ACUC requires that all individuals who are associated with research or teaching involving animals are listed on the associated AUP and enrolled in the AOHSP through the OHSS.
- B. EH&S – Responsible for review and training on the safe use of biological, chemical, physical agents, and other hazardous materials; review of field research safety plans; oversight of the controlled substance program; accident investigation; regulatory reporting (as applicable); and hazardous materials waste management. In addition, EH&S staff provides the mandatory Northwest Animal Facility (NAF) ABSL Level 2 & 3 training as well as the respiratory protection program, which provides respirator fit testing and training. Further, EH&S provides guidance and assistance to PIs on development of written Standard Operating Procedures (SOPs) for hazardous operations or the handling of hazardous materials and performs airborne chemical exposure monitoring when appropriate.

University of California, Berkeley - Animal Care and Use Program

- C. Individual – Responsible for enrolling and participating in the AOHSP through OHSS by their acceptance of the Risk Assessment, submission of their HQ, acknowledgment of the medical assessment (MA) with follow-up as indicated; and, compliance with all occupational safety guidelines. In addition, the individual is responsible for obtaining appropriate training to wear the PPE required and then wearing the appropriate PPE as per the University of California Policy on [“Personal Protective Equipment”](#).
- D. OHC – The Occupational Health Clinic, through its professional staff, is responsible for reviewing each RA and HQ submitted via OHSS to determine if any risk-based medical surveillance, screening, or prevention measures (e.g., vaccines or personal protection equipment) is needed to reduce animal related health risks. It is also OHC’s responsibility to inform each individual of the result of the MA. All questionnaires will be treated as confidential and all personal health information will be maintained according to federal and state guidelines.
- E. OLAC – The Office of Laboratory Animal Care is responsible for providing all individuals working with or around NHPs or Bats the mandatory safety training. The Clinical Veterinarian and OLAC Office Manager also provide the names of OLAC employees to OHC and ensures all employees enroll and participate in the AOSHSP. In addition, OLAC Supervisors/Assistant Supervisors and Clinical Veterinarians ensure that physical plant staff are informed and enrolled as appropriate to work in animal facilities. Similarly, for outside contractors doing work in animal facilities, OLAC and EH&S informs them of any potential health risks in the areas where they will be working. Lastly, OLAC ensures that Personal Protective Equipment (PPE) is available in the animal facilities.
- F. OACU – Is responsible for verifying that individuals listed on a PI’s AUP are initially enrolled in the AOHSP via OHSS and if not, that UHS/Occupational Health Clinic has documentation of the individual’s completion of the AOHSP requirements from their private physician. In addition, OACU staff are responsible for notifying the PI about any individual who is not appropriately enrolled at an AUP’s continuing (deNovo) review.
- G. PI – Responsible for ensuring all individuals are aware of and are participating in the AOHSP through enrollment in the OHSS and that appropriate safety training is provided and documented for each individual working in their laboratory or listed on their AUP. The PI (or designee) is responsible for creating a RA via the OHSS (see III. A. 1). In consultation with EH&S, the PI is also responsible for the development and implementation of SOPs as necessary based on the work being done. The AOHSP must be offered by PIs to any volunteers or visitors who may be

exposed to live vertebrate animals, their tissues, and/or bodily fluids. The PIs must ensure that their staff complies with the UC “Personal Protective Equipment” policy.

VI. References

- A. Applied Research Ethics National Association (ARENA) – Office of Laboratory Animal Welfare (OLAW). (2002). *Institutional Animal Care and Use Committee Guidebook* (2nd ed.).
- B. Institute of Laboratory Animal Research (ILAR) (2011). [Guide for the Care and Use of Laboratory Animals \(8th ed.\)](#). Washington, D.C.: The National Academies Press.
- C. Institute of Laboratory Animal Resources (ILAR). National Research Council (1997). *Occupational Health and Safety in the Care and Use of Research Animal*. Washington, D.C.: The National Academy Press.
- D. Office of Laboratory Animal Welfare (2002). *Public Health Service Policy on Humane Care and Use of Laboratory Animals* (pp.10, IV.A.1f).
- E. University of California Policy, [Personal Protective Equipment](#)
- F. [EH&S Guidance for Animal Facility Workers and Contractors](#)

Appendix 1 - Overview of Process

For detailed step-by-step instructions with screen shots please see the AOHSP Guidance document on submitting, renewing or updating a Risk Assessment (RA) and/or Personal Health Questionnaire (HQ).

Program Components for Individuals Listed on an AUP

- A. Enrollment for an individual in the program is completed in four steps via the Occupational Health Surveillance System (OHSS):
 1. The Supervisor (generally the PI or Lab Manager) creates a Risk Assessment (RA) for the individual. This risk assessment can be copied for all lab members working with similar risks and hazards.
 2. The individual must review and agree to the RA as shared with them and then, if they agree with the assessment, complete a Health Questionnaire (HQ) about their personal health information and history. This information is HIPAA protected and data is stored with high security standards as required by law.
 3. An Occupational Health Physician (or Nurse Practitioner) will review the RA and the HQ and determine a) if no further action required; or, b) if the individual needs additional follow up or medical consultation. This results in a Medical Assessment (MA) being issued through the OHSS software system.
 4. The individual *must acknowledge (i.e. respond)* to the medical professional's assessment electronically and then follow-up with the OHC's recommendations within a limited time frame.
- B. Further participation in the program may be required depending on an individual's answers to the HQ, and/or type of animal exposure, including but not limited to one or more of the following:
 1. The OHC may contact a participant to clarify responses on the RA and/or HQ.
 2. The OHC may contact a participant to answer health-related questions or concerns as they pertain to working in an animal research facility.
 3. The OHC may *recommend* participation in a medical surveillance program or a specific prevention program (e.g., offering vaccination against vaccine-preventable zoonotic diseases).

4. The OHC may *require* participation in a mandatory medical surveillance/screening or prevention program for work with specific species and/or hazards (e.g., nonhuman primates, bats, *Mycobacterium tuberculosis-TB*).
5. In addition, completion of any training requirements as established by ACUC, Office for Laboratory Animal Care (OLAC), Environment, Health & Safety (EH&S) or other relevant compliance bodies may be required before an individual can gain access to the animal facility and/or begin working with any animals.

C. Ongoing Assessment

1. The need for additional reviews, evaluations, and services will be determined by the Occupational Health Services medical professional in conjunction with the departmental requirements, based on risk and health history and may range from 1-3 years (see Risk Categories for detail).
2. Annual reminders are sent to both the supervisor and each individual enrolled to do this. Individuals working with Risk Category B species (e.g., rodents, wild animals and fieldwork) are strongly encouraged to review their risk assessments and health questionnaire for changes but annual participation in the OHSS is not required.
3. The Principal Investigator/Supervisor is responsible for updating the risk assessment in a timely manner if there are changes in work assignments (i.e., change in species, contact levels, and location) for individuals.
4. Individuals listed on Animal Care and Use Protocols are responsible for updating their personal health records.
5. A new risk assessment must be created when there is a change in PI or supervisor, to ensure the automated renewal notifications are sent to the correct individual.
6. At the very minimum, all individuals on an AUP at the time of deNovo/Continuing Review must have active (i.e. current) clearance in the OHSS, if not then a RA must be submitted, and the subsequent process followed as outlined in A. above.

Appendix 2 – Occupational Health Visitor Form

Updated 04/30/2024



University Health Services at UC Berkeley

VISITORS: Researchers/Students/Non UCB Personnel Working With OR Around Animals in UCB Animal Facilities

VISITOR Name and Credentials:	START DATE:	END DATE:
Email Address: Phone:	Supervisor/UCB PI contact: Phone:	
<p>What animal species will you be working with?: _____ <i>(Please also place a check mark on the grid on page 2 which identifies required vaccinations and documentation that you must provide).</i></p> <p>Are you observing ONLY, not handling any animals? <input type="checkbox"/> Yes <input type="checkbox"/> No; If YES, how many consecutive days will you be at UCB animal facilities? _____ days</p>		

Hello and welcome to UC Berkeley,

UCB is committed to ensuring the welfare and safety of faculty, staff, visitors, and students conducting animal research, as well as the health and well-being of research animals. As part of this effort, UCB visitors in animal facilities must provide documentation of any REQUIRED vaccines/titers/testing as described below, depending on the species they will be working with or be around in the facilities.

Your health history:

- If you are immunosuppressed, pregnant, planning to become pregnant, or if you have any other health conditions that may be impacted by your work here at UC Berkeley, consult with your primary care clinician or your occupational health provider.
- If you need any working accommodations, please speak with your supervisor here or the lab manager.
- Allergies: If you have a history of allergies, even if not related to rodents, you may be at risk for increased allergy symptoms working in an animal research environment. You should consider wearing a dust/surgical mask and you have the option of [voluntarily using an N95 mask](#) while in the animal facilities. If your allergy symptoms increase, please remove yourself from the environment and contact your healthcare provider.
 - If working with rodents, please [review these potential health risks](#), including allergies.

Lab Safety:

- Please make sure to review all the lab safety protocols for your lab including reporting requirements for spills and needlesticks, as well as info about required personal protective equipment (PPE) such as gloves/gowns/etc.
- Please review your options for care if you have an injury while at UC Berkeley
- Working with animals: please [review the zoonosis](#) associated with the animals you will be working with at
 - Please read thoroughly sections on:
 - Nonhuman primates (NHP) and herpes B virus *if you may come into contact with NHPs*
 - Bats and rabies vaccination: If you are not handling laboratory bats and only entering bat areas for short amounts of time, you are NOT required to have the rabies vaccine (but consider it if interested). You must wear all PPE as indicated and If you DO experience a bat landing on you (this is very unlikely), you should report it immediately to the appropriate supervisor and be evaluated for possible bite.

If you are visiting NHPs, bats, OR visiting the animal facility for more than 3 consecutive days, complete and return both pages to Occupational Health Clinic (OHC) as directed below.

Vaccine and required documentation		<input type="checkbox"/> Non Human Primates (NHP)	<input type="checkbox"/> Bats	<input type="checkbox"/> Birds (lab chicken, finch, canary, bird field work), Swine	<input type="checkbox"/> Wild caught Mammals (field work)	<input type="checkbox"/> All other animals (mice, rats, rabbits, guinea pigs, tuco-tuco, reptiles, amphibians, fish)
TB testing	IGRA* TB blood test in past year (NOT skin test)	Required for all entering facility, including observers				
Measles	MMR 2 doses OR positive measles titer	Required for all entering facility, including observers				
Tetanus	Td or TDap booster every 10 years (at least one Tdap)	Recommended	Recommended	Recommended	Recommended	Recommended
Hepatitis B	3 doses AND Positive titer post vaccination	Recommended				
Influenza	Once in past year	Recommended***	Recommended***	Recommended		
Rabies	2 dose rabies vaccine record OR Rabies serologic testing record		Required (provide last titer if previously vaccinated) if handling bats.	Consider if field work and netting could result in bat contact: see risk categories	Required OHC/ researcher consult to review rabies risk categories	
COVID-19	Primary vaccination series and one booster	Recommended**				

* IGRA is an Interferon Gamma Release Assay blood test for TB (Quantiferon Gold, TSPOT tests accepted).

You must have the **up-to-date COVID vaccine (vaccine fall 2024), and if not you **must** wear a well fitting mask when working with NHP.

*** You must have the current **annual flu vaccine**, or you **must** wear a well fitting mask when working with NHP or Bats during flu season, typically from 11/1-4/30.

NOTE: UCB does **not** currently have live sheep/goats/cattle on campus, but does have a Q fever program if working with sheep/goat/cattle tissues/parts. Please inform OHC if you will be working with these materials.

RETURN both pages of this FORM Signed along with any SUPPORTING DOCUMENTATION (VACCINE HISTORY/TITERS/TESTS) IF YOU HAVE ANY REQUIRED TESTING and/or VACCINES TO the Occupational Health Clinic (OHC) securely via:

Fax: 510-642-6428 OR

- **Email:** Request a secure email link by calling the Occupational Health Clinic (510-642-6891), or email your request for a secure link to occupational_health@lists.berkeley.edu

IN CASE OF EMERGENCY: please visit Alta Bates Hospital in Berkeley, an Urgent Care facility; or, the Occupational Health entity of your home institution (e.g., CompHealth USA, Exeter, Kaiser).

VISITOR NAME (print): _____

SIGNATURE: _____ **DATE:** _____