

POLICY ON INVESTIGATING NONCOMPLIANCE AND ANIMAL WELFARE CONCERNS

The following mitigation measures will be employed when incidents of noncompliance are confirmed.

Actions taken to minimize occurrences of noncompliance will be based on the **seriousness of the incident and/or the number of incidents that occur** on all protocols under the direction of a PI.

Questions? Contact the Animal Care & Use Office (ACUO) at acuoffice@umich.edu or (734) 763-8028.

1st

INCIDENT OF SERIOUS NONCOMPLIANCE

- **Without harm to animals:** Formal notice from IACUC describing importance of a compliant program.
- **With harm to animals:** Formal notice from IACUC describing importance of a compliant program *and* an action plan from the PI to prevent recurrence.

2nd

INCIDENT OF SERIOUS NONCOMPLIANCE

All individuals listed as animal handlers on the protocol will be required to re-take an online training course on animal care and use at the U-M, **plus at least one or more of the following:**

- » Prepare a training module for the Animal Care & Use Program
- » Require direct supervision of individual(s) conducting procedures by veterinarian or ACUO personnel
- » PI's research program put on probation with additional oversight
- » Require PI to be present for ALL procedures conducted by laboratory
- » Require scheduled reports to be submitted by PI

3rd (or more)

INCIDENT OF SERIOUS NONCOMPLIANCE

OR failure to satisfy previously imposed corrective actions will result in all individuals listed as animal handlers on the protocol being required to re-take an online training course on animal care and use at the U-M, **plus at least one or more of the following:**

- » Restrict individual(s) access to animal facilities (i.e., loss of access or supervised access)
- » Suspension of an individual's privilege (indefinitely or for a defined period of time) to conduct animal activities
- » Suspension of a procedure within a protocol
- » Suspension (for a defined period of time) of an approved protocol